UNIVERSITY OF VAVUNIYA, SRI LANKA

QUALIFICATION GUIDELINES

(A) **Lecturer (Probationary): [Non-(Medical/Dental)]**

(As per UGC Commission Circular No.721, 08/2016 and 08/2016 (iii))

(1) 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) (i) A Doctoral Degree in the **relevant field;**

OR

(ii) A Masters Degree in the **relevant field** obtained after a full-time course of study of at least 24 months duration (or an equivalent part time course of study) with a research component by way of thesis/dissertation

OR

(iii) A full time Masters Degree in the **relevant field** of a minimum of 18 months duration with at least 60 credits* of which not less than 15 credits* of research by way of thesis/dissertation

[*One credit considered per course unit/module should be in accordance with the Sri Lanka Qualifications Framework (SLQF)]

In the case of Faculties of Applied Science /Technological Studies

(i) A Doctoral Degree in the **relevant field**

OR

(ii) A Masters Degree in the **relevant field** with full time research of at least 24 months duration

OR

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

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NOTES :

(As Per UGC Establishments Circular Letter No.08/2005)

(i) Candidates who are eligible under category (A)(1) above will be interviewed and evaluated first.

(ii) Candidates eligible under category (A)(2) and (A)(3) above can be invited for an interview **only** either candidates under category (A)(1) above are not available or found to be unsuitable by the Selection Committee after interview and evaluation. Appointment of the candidates under categories (A)(2) and (A)(3) requires special justification of the Selection Committee and the approval of the Council, University of Vavuniya (UOV) and the University Grants Commission (UGC). If no candidates are available under category (A)(1), approval of the UGC to appoint applicants under Category (A)(2) and (A)(3) is not necessary.

(iii) **Only** if there are no suitable Candidates under the first three categories the candidates under category (A)(4) above may be invited for an interview. After evaluation the Selection Committee can submit its recommendations to the Council, UOV with valid justifications. Approval of the UGC is thereafter required to appoint a candidate eligible under category (A)(4) above.

(As per UGC Commission Circular No.935)

(iv) All candidates as specified in the scheme of recruitment ie. Category (A)(1) first and then category(A)(2) and so on, be summoned for the interview and that they are required to make a presentation before the Selection Committee in order to prove their teaching ability as Lecturer(Probationary).

(v) If the Selection Committee is satisfied with the performance of the candidate/candidates interviewed, they be appointed as Lecturers (Probationary) depending on the availability of cadre vacancies. If the Selection Committee is not satisfied with the performance of candidate/candidates, but otherwise well qualified, such candidate/candidates be appointed as Temporary Lecturer/Lecturers for a period of one year and at the end of such period they may be appointed as Lecturer(Probationary) having subjected them for another interview and presentation.

(vi) Such Temporary Lecturers be paid the initial salary step of U-AC 3(1V) Salary Scale having included the cost of living allowance payable at present as a fixed salary per month. Temporary Lecturers are not entitled to receive academic allowance.

(As Per UGC Establishments Circular Letter No.03/2018)

(vii) Special degree of less than 04 years' duration, cannot be considered under category (A)(1) and (A)(2) above

(As Per UGC Establishments Circular Letter No.13/2017)

(viii) Postgraduate degrees obtained through online learning mode cannot be considered as acceptable qualification for the recruitment, confirmation, and promotion of academic staff members.

(As Per University of Vavuniya Internal Establishments Circular Letter No.01/2024)

(ix) Undergraduate/ Post graduate degrees obtained through online and off-campus learning mode would not be considered as acceptable qualification for recruitment, confirmation and promotion for academic staff members and even for Temporary Appointments.

(x) Foreign degrees obtained from off campuses will not be accepted. Universities establish their own campuses in other countries and offer degrees through those campuses which can be accepted. Universities offering degrees in other countries through private institutes/centres which will not be accepted.

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(B) **Lecturer (Unconfirmed): [Non-(Medical/Dental)]**

(As per UGC Commission Circular No.07/2018)

(1) (i) A Degree with specialization in the **relevant subject** with First or Second Class (Upper Division) Honours;

OR

(ii) A Degree with specialization in the **relevant subject** with Second Class (Lower Division) Honours;

OR

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

AND

(b) A Doctoral Degree in the **relevant field;**

OR

A Masters Degree in the **relevant field** obtained after a full-time course of study of at least 24 months duration (or an equivalent part time course of study) with a research component by way of thesis/dissertation

OR

A full time Masters Degree in the **relevant field** of a minimum of 18 months duration with at least 60 credits* of which not less than 15 credits* of research by way of thesis/dissertation

[*One credit considered per course unit/module should be in accordance with the Sri Lanka Qualifications Framework (SLQF)]

In the case of Faculties of Applied Science /Technological Studies

A Doctoral Degree in the **relevant field**

OR

A Masters Degree in the **relevant field** with full time research of at least 24 months duration.

OR

(iv) Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the University of Vavuniya.

AND

(2) A Doctoral Degree in the **relevant field;**

OR

A Masters Degree in the **relevant field** obtained after a full-time course of study of at least 24 months duration (or an equivalent part time course of study) with a research component by way of thesis/dissertation

OR

A full time Masters Degree in the **relevant field** of a minimum of 18 months duration with at least 60 credits* of which not less than 15 credits* of research by way of thesis/dissertation

[*One credit considered per course unit/module should be in accordance with the Sri Lanka Qualifications Framework (SLQF)]

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In the case of Faculties of Applied Science /Technological Studies

A Doctoral Degree in the **relevant field**

OR

A Masters Degree in the **relevant field** with full time research of at least 24 months duration

AND

(3) **Less than (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 :

(As per UGC Commission Circular No.07/2018)

(i) An applicant who qualifies only under (B)(1)(iii) above may be exempted from (B) (2) above if he/she has a Doctoral Degree in the relevant field.

(ii) An applicant who qualifies only under (B)(1)(iii) above may be exempted from (B) (2) above if he/she has evaluated research and dissemination of knowledge for a minimum total of 15 marks. The Section 2 and sub-section 3.1 of the Marking Scheme for the Posts of Associate Professor/Professor should be used for this purpose.

Special Notes:

a. **A Lecturer (Unconfirmed) [Non-(Medical/Dental)], who has completed the three years period of satisfactory service and the induction training course within a period of one year from the date of appointment, may be confirmed in the post of Lecturer [Non-(Medical/Dental)], provided such Lecturer has fulfilled all other requirements specified in the letter of appointment.**

b. **The confirmed Lecturer [Non-(Medical/Dental)] may be considered for promotion to Senior Lecturer Grade II[Non-(Medical/Dental)] upon fulfilling 5 years of experience [along with the experience as defined under Post No. (C)] and satisfying the other requirements as specified in the Scheme of Recruitment under Post No. 07 of Commission Circular No: 721.**

c. **The effective date of the promotion to the post of Senior Lecturer Grade II of only those appointed as Lecturer (Unconfirmed)[Non-(Medical/Dental)] based on a Doctoral degree, may be backdated to the date on which they have completed 6 years of experience as per Post No. (C), by placing them on the relevant salary step, with no back wages being paid.**

(As Per UGC Establishments Circular Letter No.11/2018)

(ii) "If a candidate has completed Doctoral Degree at the time of submission of his/her application for the post of Lecturer (unconfirmed)/ Senior Lecturer Gr. II, [non-(Medical/Dental)], he/she shall be considered for the post of Lecturer (unconfirmed)/Senior Lecturer Gr. II, [non-(Medical/Dental)] as the case may be, provided he/she has produced sufficient documentary proof at the time of appearing at the Selection Committee that the effective date of the Doctoral Degree is prior to the closing date of the advertisement and fulfilled the other requirements of the post applied, as at the closing date of the applications, in terms of the Scheme of Recruitment of the respective post stipulated in Commission Circulars No. 721 and 07/2018, as amended"

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(As Per UGC Establishments Circular Letter No.03/2018)

(iii) Special degree of less than 04 years' duration, cannot be considered under category (A)(1) and (A)(2) above

(As Per UGC Establishments Circular Letter No.13/2017)

(iv) Postgraduate degrees obtained through online learning mode cannot be considered as acceptable qualification for the recruitment, confirmation, and promotion of academic staff members.

(As Per University of Vavuniya Internal Establishments Circular Letter No.01/2024)

(v) Undergraduate/ Post graduate degrees obtained through online and off-campus learning mode would not be considered as acceptable qualification for recruitment, confirmation and promotion for academic staff members and even for Temporary Appointments.

(vi) Foreign degrees obtained from off campuses will not be accepted. Universities establish their own campuses in other countries and offer degrees through which those campuses can be accepted. Universities offering degrees in other countries through private institutes/centres will not be accepted.

(C) <u>Senior Lecturer Grade II: [Non-(Medical/Dental)]</u>

(As per UGC Commission Circular No.721, 08/2016 and 08/2016 (iii))

(1) (i) A Degree with specialization in the **relevant subject** with First or Second Class (Upper Division) Honours;

<u>OR</u>

(ii) A Degree with specialization in the **relevant subject** with Second Class (Lower Division) Honours;

<u>OR</u>

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

<u>AND</u>

(b) A Doctoral Degree in the **relevant field;**

OR

A Masters Degree in the **relevant field** obtained after a full-time course of study of at least 24 months duration (or an equivalent part time course of study) with a research component by way of thesis/dissertation

OR

A full time Masters Degree in the **relevant field** of a minimum of 18 months duration with at least 60 credits* of which not less than 15 credits* of research by way of thesis/dissertation

[*One credit considered per course unit/module should be in accordance with the Sri Lanka Qualifications Framework (SLQF)]

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In the case of Faculties of Applied Science /Technological Studies

A Doctoral Degree in the **relevant field**

OR

A Masters Degree in the **relevant field** with full time research of at least 24 months duration.

OR

AND

Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the University of Vavuniya.

(2) (i) A Doctoral Degree in the **relevant field;**

OR

A Masters Degree in the **relevant field** obtained after a full-time course of study of at least 24 months duration (or an equivalent part time course of study) with a research component by way of thesis/dissertation

OR

A full time Masters Degree in the **relevant field** of a minimum of 18 months duration with at least 60 credits* of which not less than 15 credits* of research by way of thesis/dissertation

[*One credit considered per course unit/module should be in accordance with the Sri Lanka Qualifications Framework (SLQF)]

In the case of Faculties of Applied Science /Technological Studies

A Doctoral Degree in the **relevant field**

OR

A Masters Degree in the **relevant field** with full time research of at least 24 months duration

OR

(ii) Such professional qualifications and experience as may be approved by the University Grants Commission upon the recommendation of the University of Vavuniya

AND

(3) **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 :

(i) An applicant who qualifies only under (C)(1)(iii) above may be exempted from (C)(2)(i) above if he/she has a Doctoral Degree in the relevant field.

(ii) An applicant who qualifies only under (C)(1)(iii) above may be exempted from (C)(2)(i) above if he/she has evaluated research and dissemination of knowledge for a minimum total of 15 marks. The Section 2 and sub-section 3.1 of the Marking Scheme for the Posts of Associate Professor/Professor should be used for this purpose.

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(As Per UGC Establishments Circular Letter No.11/2018)

(iii) "If a candidate has completed Doctoral Degree at the time of submission of his/her application for the post of Lecturer (unconfirmed)/ Senior Lecturer Gr. II, [non-(Medical/Dental)], he/she shall be considered for the post of Lecturer (unconfirmed)/Senior Lecturer Gr. II, [non-(Medical/Dental)] as the case may be, provided he/she has produced sufficient documentary proof at the time of appearing at the Selection Committee that the effective date of the Doctoral Degree is prior to the closing date of the advertisement and fulfilled the other requirements of the post applied, as at the closing date of the applications, in terms of the Scheme of Recruitment of the respective post stipulated in Commission Circulars No. 721 and 07/2018, as amended"

(As Per UGC Establishments Circular Letter No.03/2018)

(iv) Special degree of less than 04 years' duration, cannot be considered under category (A)(1) and (A)(2) above

(As Per UGC Establishments Circular Letter No.13/2017)

(v) Postgraduate degrees obtained through online learning mode cannot be considered as acceptable qualification for the recruitment, confirmation, and promotion of academic staff members.

(As Per University of Vavuniya Internal Establishments Circular Letter No.01/2024)

(vi) Undergraduate/ Post graduate degrees obtained through online and off-campus learning mode would not be considered as acceptable qualification for recruitment, confirmation and promotion for academic staff members and even for Temporary Appointments.

(vii) Foreign degrees obtained from off campuses will not be accepted. Universities establish their own campuses in other countries and offer degrees through which those campuses can be accepted. Universities offering degrees in other countries through private institutes/centres will not be accepted.

(D) <u>Senior Lecturer Grade I: [Non-(Medical/Dental)]</u>

(As per UGC Commission Circular No.721, 08/2016 and 08/2016 (iii))

(1) (i) A Degree with specialization in the **relevant subject** with First or Second Class (Upper Division) Honours;

<u>OR</u>

(ii) A Degree with specialization in the **relevant subject** with Second Class (Lower Division) Honours;

<u>OR</u>

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

<u>AND</u>

(b) A Doctoral Degree in the **relevant field;**

OR

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A Masters Degree in the **relevant field** obtained after a full-time course of study of at least 24 months duration (or an equivalent part time course of study) with a research component by way of thesis/dissertation

OR

A full time Masters Degree in the **relevant field** of a minimum of 18 months duration with at least 60 credits* of which not less than 15 credits* of research by way of thesis/dissertation

[*One credit considered per course unit/module should be in accordance with the Sri Lanka Qualifications Framework (SLQF)]

In the case of Faculties of Applied Science /Technological Studies

A Doctoral Degree in the **relevant field**

OR

A Masters Degree in the **relevant field** with full time research of at least 24 months duration.

OR

(iv) Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the University of Vavuniya.

AND

(2) (i) A Doctoral Degree in the **relevant field;**

OR

A Masters Degree in the **relevant field** obtained after a full-time course of study of at least 24 months duration (or an equivalent part time course of study) with a research component by way of thesis/dissertation

OR

A full time Masters Degree in the **relevant field** of a minimum of 18 months duration with at least 60 credits* of which not less than 15 credits* of research by way of thesis/dissertation

[*One credit considered per course unit/module should be in accordance with the Sri Lanka Qualifications Framework (SLQF)]

In the case of Faculties of Applied Science /Technological Studies

A Doctoral Degree in the **relevant field**

OR

A Masters Degree in the **relevant field** with full time research of at least 24 months duration

OR

(iii) Such professional qualifications and experience as may be approved by the University Grants Commission upon the recommendation of the University of Vavuniya

AND

(3) **At least twelve (12) years'** experience {of 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,

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

NOTES :

(i) An applicant who qualifies only under (D)(1)(iii) above may be exempted from (D)(2)(i) above if he/she has a Doctoral Degree in the relevant field.

(ii) An applicant who qualifies only under (D)(1)(iii) above may be exempted from (D)(2)(i) above if he/she has evaluated research and dissemination of knowledge for a minimum total of 15 marks. The Section 2 and sub-section 3.1 of the Marking Scheme for the Posts of Associate Professor/Professor should be used for this purpose.

(As Per UGC Establishments Circular Letter No.03/2018)

(iii) Special degree of less than 04 years' duration, cannot be considered under category (A)(1) and (A)(2) above

(As Per UGC Establishments Circular Letter No.13/2017)

(iv) Postgraduate degrees obtained through online learning mode cannot be considered as acceptable qualification for the recruitment, confirmation, and promotion of academic staff members.

(As Per University of Vavuniya Internal Establishments Circular Letter No.01/2024)

(v) Undergraduate/ Post graduate degrees obtained through online and off-campus learning mode would not be considered as acceptable qualification for recruitment, confirmation and promotion for academic staff members and even for Temporary Appointments.

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(vi) Foreign degrees obtained from off campuses will not be accepted. Universities establish their own campuses in other countries and offer degrees through which those campuses can be accepted. Universities offering degrees in other countries through private institutes/centres will not be accepted.

(E) SENIOR ASSISTANT LIBRARIAN GRADE II

1)
i. A First or a Second Class (Upper Division) in a Special Degree,
OR
ii. A Second Class (Lower Division) in a Special Degree or a First or a Second Class (Upper Division) in a General Degree,
OR
iii. A Pass in a Degree Examination and a Postgraduate Degree of at least 02 academic years duration in the field of Library and Information Sciences with a research component by way of thesis/dissertation

Notes :
a) An applicant who is eligible under (iii) above could be considered for appointment only if no applicant/s qualified under (i) or (ii) above is available.
b) An applicant who is eligible under (ii) above could be considered for appointment only if no applicant/s qualified under (i) above is available.

AND

2) A Master's Degree in Library & Information Sciences obtained after a full-time course of study of at least two academic years duration (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or a Doctoral Degree.
AND
3) At least six(6) years' experience in one or more of the following including the time

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devoted to acquire the qualifications at (2) above
(i) Experience in Librarianship in a recognized Library
(ii) Professional and academic competence & quality of service within the library
(iii) Research in Library & Information Sciences or any other related field in a recognized Institution.

(F) SENIOR ASSISTANT LIBRARIAN GRADE I

1)

i. A First or a Second Class (Upper Division) in a Special Degree,

OR

ii. A Second Class (Lower Division) in a Special Degree or a First or a Second Class (Upper Division) in a General Degree,

OR

iii. A Pass in a Degree Examination and a Postgraduate Degree of at least 02 academic years duration in the field of Library and Information Sciences with a research component by way of thesis/dissertation

Notes :

a) An applicant who is eligible under (iii) above could be considered for appointment only if no applicant/s qualified under (i) or (ii) above is available.

b) An applicant who is eligible under (ii) above could be considered for appointment only if no applicant/s qualified under (i) above is available.

AND

2) A Master's Degree in Library & Information Sciences obtained after a full-time course of study of at least two academic years duration (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or a Doctoral Degree.

AND

3) At least twelve (12) years' experience of which not less than six (6) years should have been after obtaining qualifications stipulated in (2) above in one or more of the following;
(i) Experience in Librarianship in a recognized Library
(ii) Professional and academic competence & quality of service within the library
(iii) Research in Library & Information Sciences or any other related field in a recognized Institution.

(G) INSTRUCTOR IN COMPUTER TECHNOLOGY GR. II

(As per UGC Commission Circular No.725)

(i) A first or second class in the B.Sc. special degree in Computer Science/ Computer Engineering from a recognized University.

OR

(ii)

a) A pass in the B.Sc. special degree in Computer Science/ Computer Engineering from a recognized University.

or

A first or second class in the B.Sc. General Degree with Computing as a subject component from a recognized University.

AND

(b) One year experience in the field or Computing

OR

(iii)

(a) A pass in the B.Sc. General Degree with Computing as a subject component from a recognized University.

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or

A first or Second class in the B.Sc. General Degree (where computing is not a subject component) from a recognized University.

AND

(b) Two years experience in the field of Computing

OR

(iv) A pass in the B. Sc. General Degree (where Computing is not a subject Component) from a recognized University.

AND

Three years experience in the field of Computing

OR

(v) Any other Degree

AND

A Postgraduate Diploma in Computer Science/ Computer Technology from a recognized University.

AND

One year experience in the field of Computing.

(H) INSTRUCTOR IN ENGLISH GR. III:

(As per UGC Commission Circular No.14/2017)

(1) (a) A Special Degree in English.

OR

(b) A General Degree with English Language as a subject.

OR

(c) A Special/ General Degree with a Diploma in English of not less than 18 months duration obtained from a University or UGC recognized other Higher Educational Institution.

OR

(d) The Postgraduate Diploma/ Masters in Teaching of English as a Second Language from the University of Colombo/ Open University of Sri Lanka or an equivalent qualification of not less than one year duration obtained from a University or UGC recognized other Higher Educational Institution.

OR

(e) The Trained Teachers' Certificate in English with at least 03 years experience after training.

OR

(f) The specialist English Trained Teachers' Certificate with at least 03 years experience after training.

OR

(g) National Diploma in Teaching English as a Second Language offered by the College of Education with at least 03 years post qualifying experience in teaching English.

OR

(h) Higher National Diploma in English of not less than 02 years duration offered by the Sri Lanka Institute of Advanced Technological Education (SLIATE) with at least 03 years post

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qualifying experience in teaching English.

AND

(i) A good command of English and Sinhala/ Tamil.

(I) WORKS AIDE GR. III
AND
(J) LIBRARY ATTENDANT GR. III

(As per UGC Commission Circular No.14/2024)

- Should have passed the G.C.E. (O/L) Examination in six (06) subjects with at least two (02) credit passes in not more than two sittings.
- Age should not be less than 18 years and not more than 45 years of age on the closing date of applications.

Note:
Eligibility

a) Should be a citizen of Sri Lanka.
b) Should be physically and mentally fit to the discharge the duties of the post well and to serve in any part of the island.
c) Should be of excellent moral character.

Special Note:

In the event of any inconsistency arises between the clauses of this document and the relevant UGC Circulars or regulations, the provisions of such UGC Circulars or regulations shall prevail.

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Registrar
University of Vavuniya
08.11.2026

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