



SCHEMS OF RECRUITMENT OF ACADEMIC STAFF

Post

LECTURER (PROBATIONARY) [NON-(MEDICAL/DENTAL)]

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.

(b) Candidates are required to make a presentation before the selection committee in order to prove their teaching ability. (UGC Cir. 935)

Special Note:

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

Post

LECTURER (UNCONFIRMED) [Non – Medical/Dental]

Method of Recruitment

By Open advertisement

Qualifications:

1. Candidates shall possess the academic qualifications required for Lecturer (Probationary) [Non-(Medical/Dental) I as per category (1) or (2) of Post No. 01 of Commission Circular No. 721 as amended.

AND

- 2, 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 I If by open advertisement, given in Post No. 6 of Commission Circular No. 721 as amended).

Salary Scale: Rs. 69,580-5×1,630-77,730 p.m. [U-AC 3 III]- with effect from 01.01.2020

Notes:

- a) An applicant who qualifies for Lecturer (Probationary) [Non(Medical/ Dental) I as per category (3) of Post No. 02 of Commission Circular No.721 as amended, but less than 06 years of experience as specified in the Scheme of Recruitment for Senior Lecturer Grade II, by open advertisement, given in Post No.6 of Commission Circular

No. 721, may be exempted from (2) above if he/ she has a Doctoral Degree in the relevant field,

b) An applicant who qualifies for Lecturer (Probationary) [Non-(Medical/ Dental)] as per category (3) of Post No, 02 of Commission Circular No. 721 as amended, and has a Master's Degree (as specified in para, 3 of Commission Circular No. 08/2016) but less than 06 years of experience as specified in the Scheme of Recruitment for Senior Lecturer Grade II, by open advertisement, given in Post No. 6 of Commission Circular No. 721 as amended, may be exempted from above (2) if he/she has evaluated research and dissemination of knowledge for a minimum total of 15 marks. The section 2 and subsection 3.1 of the Marking Scheme for the posts of Associate Professor/ Professor should be used for this purpose.

Special Notes:

1. A Lecturer (Unconfirmed) [Non-I Medical/ Dental) who has completed the three year 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,
2. The confirmed Lecturer [Non-(Medical/Dental), I 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. 06) and satisfying the other requirements as specified in the Scheme of Recruitment under Post No. 07 of Commission Circular No. 721.
3. 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. 06, by placing them on the relevant salary step, with no back wages being paid.

Post

SENIOR LECTURER GR. II [NON- (MEDICAL/DENTAL1)]

Method of Recruitment

By Open advertisement

Qualifications:

1. Candidates shall possess the academic qualifications required for Lecturer (Probationary) [Non (Medical/ Dental)] as specified above in this document.

AND

2. (i) (a)

(i) A Doctoral Degree in the relevant field

OR

(ii) A Master 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)]

(b) In the case of Faculties of Science/ Applied Science/ Engineering/ Agriculture/ Technology:

(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

(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

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:

- a) An applicant who qualifies only under (3) of the qualifications for Lecturer (Probationary) as specified in POST 2 of UGC Cir. 721 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) as specified under POST 2 of UGC Cir. 721 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 conform 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 Sections 2.0 and 3.1 of the Marking Scheme for posts of Associate Professor/ Professor.

Special Note:

A Senior Lecturer Gr. II may be confirmed in the post on completion of 03 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 the date of first appointment. The University Grants Commission will organize this course of training.

Post

SENIOR LECTURER GR. I [NON-(MEDICAL/DENTAL)]

Method of Recruitment

By Open advertisement

Qualifications:

1. Candidates should possess the academic qualifications required for Lecturer (Probationary) [Non- (Medical/ Dental)] as specified in this document. (Under POST 2 of UGC Cir. 721)

AND

2. (i) (a)

(i) A Doctoral Degree in the relevant field

OR

(ii) A Master 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)]

(b) In the case of Faculties of Science/ Applied Science/ Engineering/ Agriculture/ Technology:

- (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

- (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

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

- i) Teaching at University level
- ii) Professional experience
- iii) Research in a recognized Institute
- iv) Postgraduate Studies

Notes:

a) An applicant who is recruited under (3) of the qualifications for Lecturer (Probationary) Non(Medical/Dental) as given in University Grants Commission Circular 721, 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) with a Masters Degree as specified under 2 (i) above may be exempted from 2(i) of University Grants Commission Circular 721 if he/she has evaluated research and dissemination of knowledge in conformity with current guidelines. (See note I below)

c) The current guidelines for evaluated research record are that a candidate should obtain a minimum of 15 marks. The marking scheme for this purpose is Sections 2.0 and 3.1 of the marking schemes 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.

Special Notes:

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

Senior Assistant Registrar

Academic Establishment Division

Gampaha Wickramarachchi University of Indigenous Medicine, Sri Lanka

07.08.2023