

Position Level	Positions	Criteria for lateral entry (Recruitment)
1	Professor	<p>Teaching</p> <ol style="list-style-type: none"> 1. Experience: <ol style="list-style-type: none"> 1.1. Minimum of 15 years of teaching experiences at the University level; or 1.2. At least 9 years of industrial experiences relevant to the area of expertise with at least 6 years of university level teaching experience; or 1.3. Already serving at Professor's position in a reputed university; or 1.4. Having served as Associate Professor or equivalent position for at least three years in a reputed university. 2. Must have a Doctoral Degree in the relevant field. 3. An incumbent must have work recognised as distinguished in a discipline at the international level. Towards this they must produce documentary evidences of at least three contributions. <p>Research & Innovation</p> <ol style="list-style-type: none"> 1. Supervised at least 5 PhD or 10 Masters (by research) students as a main supervisor; 2. Evidences related to generation of substantial funds (worth Nu 15 million) related to research grants, projects, consultancies, and other expert services; 3. Minimum of 20 publications as principal author for research papers/sole author for books in the relevant area of expertise, with: <ol style="list-style-type: none"> 3.1. At least 10 publications in refereed journals as principal author; 3.2. At least 5 publications with impact factor of two and above 3.3. At least 4 publications in refereed journals as principal author during the last 3 years. 4. At least 2 referee reports, of which at least one should be international <p>Services</p> <p>At least 10 documentary evidences in various areas mentioned below:</p> <ol style="list-style-type: none"> 1. At least 3 accomplishments that led to an international or, as appropriate, national reputation in their field of expertise. (Invitation as key note speaker, reviewer of refereed journals, patronization by the government as international/national level task force member) 2. Taken responsibility for policy and strategy in a specific area, developing and promoting a clear vision of the College's/unit's strategic direction; 3. Led and managed a team of senior colleagues, who have delegated responsibility for specific strands of work (consultancy, training, and expert services); 4. Contributed to the running of a university or organisation by taking up leadership responsibility and participating in decision-making and governance including chairing significant committees as appropriate, at college/faculty/university/organisation level; 5. Managed relations with different partners and stakeholders; and 6. Made a leading contribution to debates at national and international levels in their area of expertise including research, new approaches to teaching-learning, assessment policy, methods and practices. 7. Managed staff and other resources of a significant academic area/unit, including the allocation of workloads and the appraisal of academics.

2	Associate Professor	<p>Teaching</p> <ol style="list-style-type: none"> 1. Experience: <ol style="list-style-type: none"> 1.1. Minimum of 12 years of teaching experiences at the University level; or 1.2. At least 9 years of industrial experiences relevant to the area of expertise and 3 years of university level teaching experience; or 1.3. Already serving as Associate Professor or equivalent position in a reputed university; 1.4. Minimum of 3 years of active services as Assistant Professor in a reputed university. 2. Must have a Doctoral Degree in the relevant field. 3. An incumbent must have work recognised as distinguished in a discipline at the international/national level. Toward this the incumbent must produce documentary evidences in two areas.
		<p>Research & Innovation</p> <ol style="list-style-type: none"> 1. Supervised at least 2 PhD or 5 Masters (by research) students as a main supervisor; 2. Evidences related to generation of substantial funds (worth Nu 10 million) related to research grants, projects, consultancies, and other expert services; 3. Minimum of 20 publications as principal author for research papers/sole author for books in the relevant area of expertise, with: <ol style="list-style-type: none"> 3.1. At least 8 publications in refereed journals as principal author; 3.2. At least 3 publications with impact factor of two and above 3.3. At least 4 publications in refereed journals as principal author during the last 3 years. 4. At least 1 referee report (international)
		<p>Services</p> <p>At least 7 documentary evidences in various areas mentioned below:</p> <ol style="list-style-type: none"> 1. Accomplishments that led to an international or, as appropriate, national reputation in their field of expertise. (Invitation as key note speaker by, reviewer of refereed journals, patronization by the government and task force member) 2. Taken responsibility for policy and strategy in a specific area, developing and promoting a clear vision of the College's/unit's strategic direction; 3. Led and managed a team of senior colleagues, who have delegated responsibility for specific strands of work/sub-units; 4. Contributed to the running of the University/organisation by taking up leadership responsibility and participating in decision-making and governance including chairing significant committees as appropriate, at College/faculty/university/organisation level; 5. Managed relations with different partners and stakeholders; and 6. Made a leading contribution to debates at national and international levels about new approaches to teaching, learning, assessment policy, methods and practices. It should also include high level publication or contribution to conferences and/or working with relevant experts in the area of specialisation. 7. Managed staff and other resources of a significant academic area/unit, including the allocation of workloads and the appraisal of academics.

3	Assistant Professor	<p>Teaching</p> <ol style="list-style-type: none"> 1. Experience: <ol style="list-style-type: none"> 1.1. 10 years of teaching experiences at the University level with PhD; or 1.2. At least 10 years of industrial experiences relevant to the area of expertise with PhD; or 1.3. Already serving as Assistant Professor in a reputed university. 2. Must have Doctoral Degree qualification in the relevant field. 3. An incumbent must have work recognised as distinguished in a discipline at the national level. Toward this they must produce documentary evidences.
		<p>Research & Innovation</p> <ol style="list-style-type: none"> 1. Evidences related to engagement in research projects, consultancies and advices; 2. Minimum of 10 publications as a principal/sole author in the form of books/articles/research papers etc. in the relevant area of expertise with: <ol style="list-style-type: none"> 2.1. At least 3 publications in refereed journals as principal author; 2.2. At least 1 publication in refereed journals as principal author during the last 3 years. 2.3. At least 30 citations by a broad cross-section of peers internationally;
		<p>Services</p> <p>At least 3 documentary evidences in various areas mentioned below:</p> <ol style="list-style-type: none"> 1. Accomplishment that led to a national or, as appropriate, national reputation in their field of expertise. (Invitation as key note speaker by, reviewer of refereed journals, patronization by the government and task force member) 2. Taken responsibility for policy and strategy in a specific area, developing and promoting a clear vision of the College's/unit's strategic direction; 3. Led and managed a team of senior colleagues, who have delegated responsibility for specific strands of work/sub-units; 4. Contributed to the running of the University/organisation by taking up leadership responsibility and participating in decision-making and governance including chairing significant committees as appropriate, at College/faculty/university/organisation level; 5. Managed relations with external partners and stakeholders; and 6. Made a leading contribution to debates at national and international levels about new approaches to teaching, learning, assessment policy, methods and practices. It should also include high level publication or contribution to conferences and/or working with relevant experts in the area of specialisation. 7. Managed staff and other resources of a significant academic area/unit, including the allocation of workloads and the appraisal of academics.

4	Lecturer	<p>Teaching</p> <ol style="list-style-type: none"> 1. Experiences: <ol style="list-style-type: none"> 1.1. Entry for people with PhD; or 1.2. Minimum 8 years of teaching experiences at the University level for those with Masters qualification; or 1.3. Minimum 3 years of service as Associate Lecturer or equivalent position in a reputed university; or 1.4. Minimum 8 years of industrial experience in the relevant area with Masters Degree.
		<p>Research & Innovation</p> <ol style="list-style-type: none"> 1. Evidences related to engagement in research projects and publications in the relevant field will be an added advantage.
		<p>Services</p> <ol style="list-style-type: none"> 1. Evidences related to engagement in professional services will be an added advantage.
5	Associate Lecturer	<p>Teaching</p> <ol style="list-style-type: none"> 1. Entry position for people with Masters Degree; or 2. Minimum 3 years of teaching/industrial experience without Masters Degree.
		<p>Research & Innovation</p> <ol style="list-style-type: none"> 1. Evidences related to engagement in research projects and publications in the relevant field will be an added advantage.
		<p>Services</p> <ol style="list-style-type: none"> 1. Evidences related to engagement in professional services will be an added advantage.
6	Assistant Lecturer	