GOVERNMENT OF THE KHYBER PAKHTUNKHWA
HIGHER EDUCATION, ARCHIVES AND LIBRARIES DEPARTMENT

NOTIFICATION

Peshawar, Dated the 12/09/2022

No.SO(CE&MS)HED 3913,-In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all previous Notifications issued in this behalf, the Higher Education, Archives and Libraries Department, in consultation with the Establishment Department and the Finance Department hereby lays down the method of appointment, qulification and other conditions specified in Column No. 3 to 5 of the APPENDIX which shall be applicable to the posts in the faculty of Commerce College Cadre as specified in Column No. 2 of the APPENDIX:

S. No	Nomenclature of Post	Minimum qualification for appointment by initial recruitment	Age Limit	Method of recruitment
1.	Principal (BS-21).	—	—	By promotion on the basis of seniority-cum- fitness amongst the holders of the posts of Professor (BPS-20) with at least three (03) years service as such and have successfully completed mandatory training of (04) months.

2.	Principal (BS-20)/ Principal (BS-19).	—	—	By transfer from amongst the holders of the posts of Professors (BS-20) or Associate Professors (BS-19), as the case may be.
3.	Professor (BS-20).	Ph.D in the relevant subject with twelve (12) years' experience in College Cadre or a recognized University/DAI's having published five (05) research papers in HEC recognized journals.	40 to 50 years	(a) Ninety percent (90%) by promotion, on the basis of seniority-cum-fitness, from amongst the persons holding the post in BPS-19 in the College Cadre having successful completion of mandatory training of thirty (30) days with at least,- (i) five (5) years service in BS-19 as such in case of person initially appointed in BPS-19; or (ii) twelve (12) years service in BS-18 as such and above in case of person initially appointed in BS-18; or (iii) seventeen (17) years service in BPS-17 and above; and (b) ten percent (10%) by initial recruitment.

4.	Associate Professor (BS-19) .	(i) Ph.D or equivalent qualification in the relevant subject from a recognized University with nine (09) years teaching/research experience in a recognized College/University or professional experience in the relevant field and at least two (02) research publications as a Principal author in HED recognized journals; or (ii) MS/M.Phil or equivalent qualification in the relevant subject from a recognized University with eleven (11) years teaching/research experience in a recognized College/University or professional experience in the relevant field with at least four (04) research publications as a Principal author in a HEC recognized journals; or (iii) Second Class Master's Degree or equivalent qualification in the relevant subject from a recognized University with twelve (12) years teaching experience/research in the recognized College/ University.	30 to 45 Years	(a) Eighty percent (80%), by promotion on seniority-cum-fitness basis, from amongst the Assistant Professors having successful completion of mandatory training of thirty (30) days with at least,- (i) seven (07) years service in BPS-18 in case of person initially appointed in BPS-18; or (ii) twelve (12) years' service in BPS-17 and above; and (b) twenty percent (20%) by initial recruitment.	

5.	Assistant Professor (BPS-18).	(i) Ph.D in the relevant subject from a recognized University with three (03) years teaching/research experience in a recognized College/University; or (ii) MS/M.Phil or equivalent qualification in the relevant subject from a recognized University with five (05) years teaching/research experience in a recognized College/University; or (iii) Second Class Master's Degree or equivalent qualification in the relevant subject a recognized University with seven (07) years experience in a College Cadre or recognized University/DAI's.	25 to 40 years	(a) Eighty percent (80%) by promotion, on seniority-cum-fitness basis, from amongst the Lecturers with at least five (05) years' service in BPS-17 as such and having successful completion of mandatory training prescribed by the Government for College Teachers in BPS-17 from time to time; and (b) twenty percent (20 %) by initial recruitment.

6.	Lecturer (BPS-17).	(i) Second Class Master's Degree or equivalent qualification in the relevant subject from a recognized University; or (ii) Second Class Master's Degree or equivalent qualification in the relevant subject from a recognized University with at least two years Diploma in shorthand from a recognized Board.	21 to 30 Years	By initial recruitment.
7.	Director Physical Education (BPS-18).	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst Directors Physical Education (BPS-17) with at least five (5) years service as such.
8.	Librarian (BPS-18) .	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the Librarians (BPS-17) with at least five (5) years service as such.
9.	Director Physical Education (BPS-17).	At least Second Class Master's Degree or equivalent qualification in the relevant subject from a recognized University.	21 to 35 Years	By initial recruitment.

10.	Librarian (BPS-17).	At least Second Class Master's Degree or equivalent qualification in the relevant subject from a recognized University.	21 to 35 Years	By initial recruitment.

Note: College Cadre Teacher in BPS-19 and BPS-20 shall be exempted from the mandatory training after attaining the age of 58 years or above.

SECRETARY TO
GOVERNMENT OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION DEPARTMENT

Endst: No. & date even.

Copy for information forwarded to the:

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2. Secretaries to Govt. of Khyber Pakhtunkhwa, Public Service Commission.
3. Manager Printing press with a request to for publishing in official gazette.
4. Director General, Commerce Education and Management Sciences, Khyber Pakhtunkhwa.
5. Deputy Director, HEMIS Cell, Higher Education Department.
6. PS to Secretary Higher Education Department.
7. Master File.

SECTION OFFICER (CE&MS)

Section Officer
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Higher Education Deptt
Govt of Khyber Pakhtunkhwa