



**INSTITUTE OF HUMAN RESOURCE ADVANCEMENT  
UNIVERSITY OF COLOMBO, SRI LANKA**

The Institute of Human Resource Advancement, University of Colombo invites applications from suitably qualified candidates for the following permanent posts.

**Lecturer (Probationary) / Lecturer (Unconfirmed)/ Senior Lecturer Grade II / I  
in Bachelor of Labour Education**

**Subject Area : English , Business Communication and Academic Writing**

**Note :**

**Medium of instruction of the Bachelor of Labour Education Degree Programme is Sinhala**

**01. EDUCATIONAL QUALIFICATIONS**

**(A) Lecturer (Probationary) :**

(1) A Degree with specialisation in the relevant field with First or Second Class (Upper Division) Honours;

**OR**

(2) A Degree with specialisation in the relevant field with Second Class (Lower Division) Honours;

**OR**

(3) (a) A Degree with specialisation in the relevant field without honours or any other Degree with at least Second Class Honours;

**and**

(b) (i) A Doctoral Degree in the relevant field or 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 or 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)]*

**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 Colombo.

**NOTES :**

- (i) Candidates who are eligible under category (A)(1) above will be interviewed and evaluated first.
- (ii) Candidates who are eligible under category (A)(2) and (A)(3) above could be invited for an interview only if applicants qualified under category (A)(1) above are either not available or found to be unsuitable by the Selection Committee after interview and evaluation. Appointment of candidates under categories (A)(2) and (A)(3) would require the approval of the University Grants Commission.
- (iii) Candidates eligible under category (A)(4) above will be invited for an interview only if there are no suitable candidates under categories (A)(1), (A)(2) and (A)(3). Appointment of a candidate under category (1)(4) requires the approval of the University Grants Commission.
- (iv) All candidates required to make a presentation before the Selection Committee in order to prove their teaching ability as Lecturer(Probationary).

**(B) Lecturer (Unconfirmed) :**

- (1) (i) A Degree with specialisation in the relevant field with First or Second Class (Upper Division) Honours;

**OR**

- (ii) A Degree with specialisation in the relevant field with Second Class (Lower Division) Honours;

**OR**

- (iii) (a) A Degree with specialisation in the relevant field 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)]*

**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 Colombo.

**AND**

- (2) (i) (a) A Doctoral Degree in the relevant field
- or**
- (b) 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**
- (c) 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)]*

**OR**

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

**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 :**

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

**Special Notes:**

- 1. A Lecturer(Unconfirmed) [Non-(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)] 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.**
- 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. (C), by placing them on the relevant salary step, with no back wages being paid.**

**(C) Senior Lecturer Grade II :**

- (1) (i) A Degree with specialisation in the relevant field with First or Second Class (Upper Division) Honours;

**OR**

- (ii) A Degree with specialisation in the relevant field with Second Class (Lower Division) Honours;

**OR**

- (iii) (a) A Degree with specialisation in the relevant field 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)]*  
**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 Colombo.

**AND**

- (2) (i) (a) A Doctoral Degree in the relevant field  
**or**  
(b) 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**  
(c) 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)]*

**OR**

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

**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 :**

- (c) 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.

**(D) Senior Lecturer Grade I**

(1) (i) A Degree with specialisation in the relevant field with First or Second Class (Upper Division) Honours;

**OR**

(ii) A Degree with specialisation in the relevant field with Second Class (Lower Division) Honours;

**OR**

(iii) (a) A Degree with specialisation in the relevant field 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)}*

**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 Colombo.

**AND**

(2) (i) (a) A Doctoral Degree in the relevant field

**or**

(b) 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**

(c) A full time Masters Degree in the relevant field of a minimum of 18months 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)]*

**OR**

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

**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,
- (ii) Professional Experience,
- (iii) Research in a recognized Institution,
- (iv) Postgraduate Studies.

**Notes :**

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

## 02. SALARY AND OTHER CONDITIONS OF APPOINTMENT :

**Salary Code:** U-AC 3 (for Lecturer(Probationary )/Lecturer(Unconfirmed)/Senior Lecturer Gr. II/I)  
Rs. 54,600 – 10x1,1335; 13x1,630; 8x2,170 – 106,500 p.m. **(as at 01.01.2020)**

**U-AC 3(IV)** : Lecturer(Probationary):  
Rs. 43,506 p.m. **(as at 01.01.2018)**  
Rs. 54,600 – 10 x 1,335 – 67,950 p.m.. **(as at 01.01.2020)**

**U-AC 3(III)** : Lecturer(Unconfirmed):  
Rs. 55,107 p.m. **(as at 01.01.2018)**  
Rs. 69,580 – 5 x 1,630 – 77,730 p.m. **(as at 01.01.2020)**

**U-AC 3(II)** : Senior Lecturer Grade II:  
Rs. 62,695 p.m. **(as at 01.01.2018)**  
Rs. 79,360 – 11 x 1,630 – 97,290 p.m. **(as at 01.01.2020)**

**U-AC 3(I)** : Senior Lecturer Grade I:  
Rs. 71,965 p.m. **(as at 01.01.2018)**  
Rs. 91,310 - 7 x 2,170 – 106,500 p.m. **(as at 01.01.2020)**

**In addition the Government approved allowances applicable to the University system will be paid.**

The selected candidate will be a member of the Universities Provident Fund as well as of the University Pension Scheme. He/She will contribute 10% of his/her monthly salary to the Universities Provident Fund and at the same time the employer will make a total contribution of 15% of his/her salary of which 8% will be credited to the Universities Pension Fund and 7% to the Universities Provident Fund. Three percent (3%) of the salary will be contributed by the University to the Employees' Trust Fund in terms of the provisions of the Employees' Trust Fund Act, No. 46 of 1980.

The other conditions of appointment will be in accordance with provisions of the Universities Act No. 16 of 1978, Universities (Amendment) Act No. 7 of 1985 and Universities (Amendment) Act No. 1 of 1995 and Ordinances, By-laws, Regulations and Rules, etc. made thereunder.

### **IMPORTANT**

**Applicants from Higher Education Institutions, Government Departments and Government Corporations shall apply through their Heads of such Institutions. Applications which do not conform to this requirement will be rejected.**

Duly completed applications should be forwarded with copies of **relevant educational (with transcripts), professional and service certificates** under registered cover to reach **the Deputy Registrar, Institute of Human Resource Advancement, University of Colombo, 275, Bauddhaloka Mawatha, Colombo 07** on or before **24<sup>th</sup> January, 2019**. The post shall be indicated on the top left-hand corner of the envelope.

Applications received after closing date and incomplete applications will be rejected. Those who wish to apply more than one post should send separate applications for each post.

**Director  
Institute of Human Resource Advancement**