

02. Post & Salary Code

Lecturer (Probationary) Non- (Medical/Dental)
U-AC-3(IV)

Method of Recruitment

By open advertisement

Qualifications

(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) a Postgraduate Degree. The required postgraduate degree shall be

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 Units* of which not less than 15 credit units of research by way of thesis/ dissertation.

*(*A credit unit considered per course should be within the 'Definition of a Credit' given in sub-section 2.2 of the Sri Lanka Qualifications Framework (SLQF)*

In the case of Faculties of Science/Applied Science /Engineering/ Agriculture

i. A doctoral Degree in the relevant field

or

ii. 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 Higher Educational Institution concerned.

All candidates as specified in the above scheme of recruitment are required to make a presentation before the Selection Committee in order to prove his/her teaching ability as Lecturer (Probationary).

Contd (2)

Notes:

- (a) Candidates who are eligible under **category (1)** of the scheme of recruitment be interviewed and evaluated first and then **category (2)** and **so on**, be summoned for the interview.
- (a) Candidates eligible under (2) and (3) above can be invited for an interview only either candidates under category (1) are not available or found to be unsuitable by the Selection Committee after interview and evaluation. Appointment of the candidates under category (2) & (3) requires special justification of the Selection Committee and the approval of the Council and the UGC. If no candidates are available under category (1) approval of the UGC to appoint applicants under Category (2) & (3) is not necessary.
- (b) Only if there are no suitable candidates under the first three categories the candidates under category (4) may be invited for an interview. After evaluation the Selection Committee can submit its recommendation to the Council with valid justifications. Approval of the UGC is thereafter required to appoint a candidate eligible under category (4) of the scheme of recruitment.
- (c) 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/Lectures for the period of one year and at the end of such period they may be appointed as Lecturer (Probationary) having subjected them for the another interview and presentation.
- (d) Such temporary Lecturers be paid the initial step of U-AC-3(IV) salary scale having included the allowances approved by the UGC for temporary posts at present as a fixed salary per month. Temporary Lecturers are not entitled to receive academic allowance
- (e) All new appointments to the Post of Lecturer (Probationary) be made at the initial of the salary scale concerned.

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 i.e. December/January and June/July.

(Ref. Commission Circulars No.721, 08/2005, 935, 975 and 08/2016)

03(b). Post & Salary Code

Lecturer (Unconfirmed) [Non- (Medical/ Dental)]
U-AC 3(III)

Method of Recruitment

By open advertisement

Qualifications

- (1) Candidates shall possess the academic qualifications required for Lecturer (Probationary) [Non -(Medical/Dental)] 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 II, by open advertisement, given in Post No. 6 of Commission Circular No. 721 as amended).

Notes:

- (a) 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, 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 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.

Contd (2)

(2)

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.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.
4. If a candidate has completed Doctoral Degree at the time of submission of his/her application for the post of Lecturer (unconfirmed) [non-(Medical/Dental)], he/she shall be considered for the post of Lecturer (unconfirmed) [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 No.721, as amended.

(Ref. Commission Circular No.07/2018 and Est. Circular letter No.11/2018)

06. Post & Salary Code

Senior Lecturer, Gr. II [Non - (Medical/Dental)]
U-AC-3(II)

Method of Recruitment

By open advertisement

Qualifications

- (1) Candidates shall possess the academic qualifications required for Lecturer (Probationary) [Non-(Medical/Dental)] as specified under post 2 in this document.

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 credit units* of which not less than 15 credit units of research by way of thesis/dissertation.

*(*A credit unit considered per course should be within the 'Definition of a Credit' given in sub-section 2.2 of the Sri Lanka Qualifications Framework (SLQF)*

In the case of Faculties of Science/Applied Science/Engineering/ Agriculture

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 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.

Contd. (2)

Notes:

- (a) An applicant who qualifies only under (3) of the qualifications for Lecturer (Probationary) as specified under post 2 in this document 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 in this document 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 conformity 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 section 2.0 and 3.1 of the marking scheme for post of Associate Professor/Professor.
- (d) If a candidate has completed Doctoral Degree at the time of submission of his/her application for the post of Senior Lecturer Grade II [non-(Medical/Dental)], he/she shall be considered for the post of Senior Lecturer Grade 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 No.721, as amended.

Special Notes:

1. A Senior Lecturer Grade II may be confirmed in the post on completion of 03 years of satisfactory service in the permanent cadre and completion of an induction training course which included (Teaching/Learning methodologies) within a period of one year from the date of first appointment.
2. All new recruitments be made to the initial step of the relevant salary scale.

(Ref. Commission Circulars No.721, 975, and 08/2016, 08/2016 (i) & (ii) and Est. Circular letter No.11/2018)

10. Post & Salary Code

Senior Lecturer, Gr. I [Non- (Medical/Dental)]
U-AC-3(I)

Method of Recruitment

By open advertisement

Qualifications

1. Candidates should possess the academic qualifications required for Lecturer (Probationary) Non-(Medical/Dental) as stipulated under Post 2 in this document.

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 credit units* of which not less than 15 credit units of research by way of thesis/dissertation.

*(*A credit unit considered per course should be within the 'Definition of a Credit' given in sub-section 2.2 of the Sri Lanka Qualifications Framework (SLQF)*

In the case of Faculties of Science/Applied Science/Engineering/ Agriculture

A Doctoral Degree in the relevant field **or** 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 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

Contd. (2)

Notes:

- (a) An applicant who is recruited under (3) of the qualifications for Lecturer (Probationary) Non- (Medical/Dental) as given in Post 2 of this document, 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) if he/she has evaluated research and dissemination of knowledge in conformity with current guidelines (See note (c) below).
- (c) The current guidelines for evaluated research record is 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 scheme for posts of Associate Professor/Professor.
- (d) All new recruitments be made to the initial step of the relevant salary scale.
- (e) 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.

(Ref. Commission Circulars No.721, 975 and 08/2016)