



## **SCHEMS OF RECRUITMENT OF ACADEMIC STAFF**

### **1. Post & Salary Code**

Lecturer (Probationary) Non-(Medical/Dental)

Salary Scale : Rs.26900-585x10-32750 p.m. 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 and at least 01 year of experience in teaching/research/professional work/ postgraduate studies;

OR

- (2) A Degree with specialization in the relevant subject with Second Class (Lower Division) Honours and at least 01 year of experience in teaching/research/professional work/ postgraduate studies;

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) An applicant recruited with a Degree with specialization in the relevant subject and First or Second Class (Upper Division) Honours and Masters Degree of 02 academic years duration with a research component by way of thesis/dissertation may be placed one (01) step above the initial of the U-AC 3 (IV) (B-04) salary scale.

- © An applicant recruited with a Degree with specialization in the relevant subject with First or Second Class (Upper Division) Honours and a Doctoral Degree may be placed two (02) steps above the initial of the U-AC 3 (IV) (B-04) salary scale.

### **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

## 2. Post & Salary Code

Senior Lecturer Gr. II( Non-(Medical/Dental)

Salary Scale: 37650-700x11-45350 p.m.

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 Masters Degree in the relevant field obtained after a full – time course of study of at least two academic years (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or a Doctoral Degree.

In the case of Faculties of Science/Applied Science the required qualification shall be a Masters Degree in the relevant field with full-time research of at least 02 years or a Doctoral Degree.

In the case of Faculties of Arts, Humanities, Social Sciences, Law and Management/Business studies a Masters Degree of one year's duration in the relevant field may be accepted when combined with an **evaluated research record in conformity with current guidelines.** (See note below)

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 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.**
- © The Selection Committee may recommend to place an applicant at a point higher than the initial of the salary scale in consideration of exceptional merit/additional qualifications / additional experience. Such recommendation along with justification should be submitted to the University Grants Commission for approval.
- (d) 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 & Salary Code**

Senior Lecturer Gr. I( Non-(Medical/Dental)

Salary Scale: Rs.42650-800x8-48250 p.m. 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 Masters Degree in the relevant field obtained after a full – time course of study of at least two academic years (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or a Doctoral Degree.

In the case of Faculties of Science/Applied Science the required qualifications shall be a Masters Degree in the relevant field with full-time research of at least 02 years or a Doctoral Degree.

In the case of Faculties of Arts, Humanities, Social Sciences, Law and Management/Business studies a Masters Degree of one year duration in the relevant field may be accepted when combined with an **evaluated research record in conformity with current guidelines.** (See notes )

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 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 (3) of the qualifications for Lecturer (Probationary) Non –(Medical/Dental) as given in 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 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) 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.

The selected candidates will be on probation for a period of three years and they will become contributors to the Universities Provident Fund and Employees' Trust Fund.

**Sabbatical Leave:**

Senior Lecturer Grade II and above shall be eligible for one year sabbatical leave with pay or two years sabbatical leave without pay on completion of seven years of service. Those proceeding abroad on sabbatical leave are eligible to receive full return passage for self and spouse.

**Other Conditions:**

Candidates in the University Service / Government Departments/ Public Corporations / Statutory Boards should channel their applications through the Heads of their respective institutions.

Applications which do not conform to these requirements, incomplete applications and applications received after the closing date will be rejected without intimation.

Name of the post applied for should be indicated on the top left hand corner of the envelope and sent under registered cover to the Deputy Registrar/Academic Establishment of the University of Sri Jayewardenepura.

The closing date of applications will be as given in the paper notice.

Registrar

University of Sri Jayewardenepura,  
Gangodawila,  
Nugegoda.