



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

**NOTIFICATION**

Dated Peshawar the 12/10/2022

No. SO(CE&MS)/HED \_\_\_\_\_ 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, qualification and other conditions specified in the 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 (BPS-21)	---	---	By promotion on the basis of seniority-cum-fitness from amongst the holder of the posts of the Professors (BPS-20) with at least three years' service as such and have successfully completed mandatory training of four (04) months.
2.	Principal (BPS-20)/ Principal (BPS-19)	---	---	By transfer from amongst the Professors (BPS-20) or Associate Professor (BPS-19), as the case may be.

  
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3. Professor (BPS-20)	Ph.D in the relevant subject with twelve (12) years' experience in College cadre or HEC Recognized Universities/ DAI's having published 05 research papers in HEC recognized journals	40-50 years	<p>(a) 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:</p> <p>(i) Five (5) years' service in BPS-19 as such in case of person initially appointed in BPS-19; or</p> <p>(ii) Twelve (12) years' service in BPS-18 as such and above in case of person initially appointed in BPS-18; or</p> <p>(iii) Seventeen (17) years' service in BPS-17 and above;</p> <p>(b) 10% by initial recruitment.</p>
4. Associate Professor (BS-19)	<p>(i) Ph.D or equivalent qualification in the relevant subject from 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 Principal. Author in HEC recognized journals;</p> <p><b>OR</b></p> <p>(ii) MS/M.Phil or equivalent qualification in the relevant subject from 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 publication as a Principal author in a HEC recognized journals;</p> <p><b>OR</b></p> <p>(iii) "2<sup>nd</sup> Class Master degree or equivalent qualification in the relevant subject from a recognized University with Twelve (12) years teaching experience/ research in the recognized College /University"</p>	30-45 years	<p>(a) 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;</p> <p>(iii) Seven (07) years' service in BPS-18 in case of person initially appointed in BPS -18; or</p> <p>(iv) Twelve (12) years' service in BPS-17 and above; and</p> <p>(b) 20% by initial recruitment.</p>

  
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5. Assistant Professor (BPS-18)	<p>(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 from a recognized University with seven (07) years' experience in a College Cadre or recognized Universities/ DAI's.</p>	25-40 years	<p>(a) 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) 20 % by initial recruitment</p>
6. Lecturer (BPS-17)	<p>(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 2 years Diploma in short hand from a recognized Board.</p>	21-30 years	By initial recruitment.
7. Director Physical Education (Senior Scale) (BPS-18)	---	---	By Promotion, on the basis of seniority-cum-fitness from amongst Directors Physical Education (BPS-17) with at least five (05) years' service as such.
8. Librarian (BPS-18)	---	---	By Promotion, on the basis of seniority-cum-fitness from amongst Librarians (BPS-17) with at least five (05) years' service as such.

  
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9.	Director Physical Education (BPS-17)	Second class Master's Degree or equivalent qualification in the relevant subject from a recognized University.	21-35 years	Director Physical Education (BPS-17)
10	Librarian (BPS-17)	Second class Master's Degree or equivalent qualification in the relevant subject from a recognized University.	21-35 years	By Initial recruitment.

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

SECRETARY TO GOVT.  
OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT.

Endst: No.SO(CE&MS)/HED

Copy is forwarded to the: -

1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. Secretaries to Govt. of Khyber Pakhtunkhwa, Establishment, Finance & Law Department.
3. Secretary to Govt. of Khyber Pakhtunkhwa, Public Service Commission.
4. Manager Printing Press Khyber Pakhtunkhwa Peshawar with the request for publishing in official gazette.
5. Director General, Commerce Education & Management Sciences, Khyber Pakhtunkhwa.
6. Deputy Director, HEMIS Cell, Higher Education Department.
7. PS to Minister for Higher Education Department.
8. PS to Secretary Higher Education Department.
9. Master File.

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**SECTION OFFICER (CE&MS)**

Higher Education Deptt  
Govt. of Khyber Pakhtunkhwa