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GOVERNMENT OF THE PUNJAB LAW AND PARLIAMENTARY AFFAIRS DEPARTMENT

NOTIFICATION (18 of 2022)

21 FEBRUARY 2022

Notification No. SO(UNIV.)35-3/2018-P, dated 09.02.2022 issued by the Higher Education Department, is hereby published in the Punjab Gazette (Extraordinary) for general information:



**"GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT**

Dated, the Lahore 09th February, 2022

NOTIFICATION

No.SO(UNIV.)35-3/2018-P.- In exercise of the powers conferred under section 35 of the University of Okara Act 2016 (*XIII of 2016*), Chancellor is pleased to approve the following Statutes:

**CHAPTER-I
PRELIMINARY**

1. Short title and commencement.- (1) These Statutes may be cited as the University of Okara Employees (Appointment, Terms and Conditions of Service) Statutes 2021.

(2) These shall come into force at once.

2. Definitions.- (1) In the Statutes:

- (a) "Act" means the University of Okara Act 2016 (*XIII of 2016*);
- (b) "appointing authority" means an authority as reflected in column 3 of the Schedule;
- (c) "class-A post" means a post in BS-17 and above;
- (d) "class-B post" means a post in BS-16 and below;
- (e) "competent authority" means the appointing authority of a post;
- (f) "duty" means the duty prescribed by the Syndicate under clause (s) of subsection (2) of section 22 of the Act;
- (g) "employee" means a person who is a member of service or holds a post in connection with the affairs of the University excluding those:
 - (i) on deputation in the University;
 - (ii) engaged on work-charged basis;
 - (iii) engaged on part time basis;
 - (iv) engaged on assignment basis; or
 - (v) paid out of any fund or contingences;
- (h) "leave" means the leave as given in Chapter-IV of the Statutes;
- (i) "pay and allowances" means the pay and allowances as given in Chapter-III of the Statutes;
- (j) "permanent post" means a post sanctioned without limit of time;
- (k) "post" means a post as reflected in column 2 of a

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Schedule;

- (l) "scale of pay" means the scale as reflected in column 2 of the Schedule;
- (m) "Schedule" means the Schedule appended to the Statutes;
- (n) "scrutiny committee" means a scrutiny committee, constituted under the Act;
- (o) "Selection Board" means the Selection Board constituted under section 30 of the Act;
- (p) "selection committee" means a committee constituted under the Act;
- (q) "service" means the service of the University;
- (r) "Statutes" means the University of Okara Employees (Appointment, Terms and Conditions of Service) Statutes 2021;
- (s) "temporary post" means a post other than a permanent post; and
- (t) "tenure post" means a post for a specific period.

(2) A word or expression used but not defined in the Statutes shall have the same meaning as assigned to it in the Act.

CHAPTER-II

APPOINTMENTS AND TERMS AND CONDITIONS OF SERVICE

3. **Nomenclature, terms and conditions of a post.**- The nomenclature of a post, appointing authority, its scale of pay, minimum qualification and experience, method of recruitment, minimum and maximum age limit and mode of appointment shall be such as given in the Schedule.

4. **Appointment against a post.**- (1) An appointment against class-A post other than the Registrar, Treasurer and Controller of Examinations shall be made on the recommendations of the Selection Board.

(2) An appointment, against class-B post, shall be made on the recommendations of the selection committee.

(3) For the appointment of a Registrar, Syndicate may, its own or through a committee constituted under the Act, conduct the recruitment process for its recommendations to the Government.

(4) For the appointment of Controller of Examination and Treasurer, Syndicate may, its own or through a committee constituted under the Act, conduct the recruitment process for its recommendations to the Chancellor.

5. **Procedure of appointment against a post.**- (1) For an appointment, other than by promotion, the Registrar shall, after approval of the competent authority, advertise the post in at least two national dailies, one in English and one in Urdu, having wide circulation and on the website of the University.

(2) The advertisement shall contain number of vacancies, nomenclature of a post, its scale of pay, minimum and maximum age, minimum qualification and experience, mode of appointment and closing date for receipt of applications, which shall not be less than fifteen days from the date of its publication.

(3) The Registrar shall prepare a list containing names and father or husband names of applicants for each post and upload on the official website of the University within five working days from the closing date.

(4) The Registrar shall, after receipt of applications, prepare a list of the applicants on the basis of qualification and experience, as early as possible, but not later than thirty working days from the closing date.

(5) The list, prepared under sub-statute (4) along with the applications and its enclosures, shall be forwarded to the scrutiny committee, as early as possible, for preparing eligibility list of the applicants.

(6) The scrutiny committee shall, through Registrar, send the list of the eligible applicants, along with the applications and its enclosures, to the Selection Board or the selection committee, as the case may be.

6. Procedure of appointment by promotion against class-A post. - (1) For appointment by promotion against a class-A post, the Registrar shall prepare, maintain and circulate annually seniority list of regular employees along with their character roles containing annual performance evaluation reports and synopsis, stating the number of punishments awarded and pending inquiry or inquiries against them, if any, and place the matter before the Selection Board for consideration and recommendations.

(2) A confirmed employee having qualification and service prescribed for promotion shall be eligible for competing for promotion to next higher post.

(3) An employee shall not claim promotion including proforma promotion as a matter of right.

7. Procedure of appointment by promotion against class-B post. - (1) For appointment by promotion against a class-B post, the Registrar shall prepare, maintain and circulate annually a list of regular employees and place it before the selection committee for its consideration and recommendation of a suitable employee to the competent authority for appointment to the higher post.

(2) A confirmed employee having qualification and service prescribed for promotion shall be eligible for competing for promotion to next higher post.

(3) An employee shall not claim promotion including proforma promotion as a matter of right.

8. Medical fitness certificate. - (1) An appointment, by initial recruitment, shall be made subject to production of a medical fitness

certificate of the appointee from the Government hospital except those whose medical fitness was certified on their first appointment.

(2) The competent authority may, subject to recording reasons in writing, direct an employee for producing fresh medical fitness certificate.

9. Verification of educational certificates and degrees.- (1) An appointment by initial recruitment shall be subject to verification of educational certificates and degrees of the candidate.

(2) If, at any stage after appointment, it is discovered that an appointee obtained appointment on the basis of false or forged document or through deceit by any means, the appointment shall be considered *void ab-initio* and the appointee shall be liable to refund all amounts received in consequence of appointment in addition to such other actions as may be taken against him under the law.

10. Record of date of birth.- (1) The date of birth as mentioned in the Higher Secondary School Certificate or, in absence of such certificate, as mentioned in valid Computerized National Identity Card (CNIC), shall be duly recorded in the service book at the time of joining for calculating the age of the employee.

(2) The date of birth, once recorded at the time of joining, shall be final and thereafter no alteration in the date of birth of the employee shall be permissible.

11. Deputation.- (1) The appointing authority may, subject to the provisions of the Act, borrow an employee of corresponding scale of pay, in the University from Federal or Provincial Governments or their autonomous bodies, for a period not exceeding three years, in accordance with the Deputation Policy of Government.

(2) The appointing authority may, subject to the provisions of the Act, lend an employee of the University to Federal or Provincial Governments or their autonomous bodies for a period not exceeding three years, in accordance with the Deputation Policy of Government.

12. Appointment on a tenure track system.- The Syndicate shall make appointments on tenure track system on the recommendation of the Selection Board in consonance with the Model Tenure Track Process Statutes issued by the Higher Education Commission.

13. Appointment of a widow, widower, child or spouse.- In case, during service, an employee dies or is declared invalidated or incapacitated for further service; the widow, widower, child or spouse of such deceased or invalidated or incapacitated employee, as the case may be, who is otherwise eligible for the post, shall be appointed to a post in BS-01 to BS-11 without observance of formalities prescribed for the post.

14. Probation and confirmation.- (1) A person, appointed to a permanent post by initial recruitment, shall remain on probation initially for a period of two years and for a period of one year, if appointed otherwise.

(2) The competent authority may extend the period of probation for a further period not exceeding two years in all.

(3) If no order has been made by the day following the completion of the initial probationary period, the period of probation shall be deemed to have been extended.

(4) If no order of termination is passed before the expiry of the maximum period of probation, the employee shall stand confirmed.

(5) A probationer who is confirmed on completion of initial or extended period of probation, the confirmation shall be with effect from the date of joining of the post.

15. Performance evaluation report.- (1) The minimum period for assessment of a work and conduct of an employee, for the purpose of performance evaluation report, shall be ninety days in a calendar year. If an employee served for a period of more than ninety days, under more than one reporting officers, the performance evaluation report shall be drawn up by all the reporting officers.

(2) The performance evaluation report of an employee shall be initiated by the officer in-charge or the head of the department or the faculty concerned, as the case may be, and shall be countersigned by the next higher administrative authority till thirty first January of the succeeding year.

(3) The next higher administrative authority shall countersign the performance evaluation report within fifteen days from its receipt.

(4) The adverse remarks recorded in the performance evaluation report by the initiating officer and agreed or solely recorded by the countersigning authority shall be underlined in red ink and communicated to the employee till fifteenth February of the succeeding year.

(5) A representation, if any, against the adverse remarks, shall be made to the Vice Chancellor within fifteen days of the communication of such remarks.

(6) If the adverse remarks, in the performance evaluation report, are countersigned and agreed by the Vice Chancellor, the representation shall lie to the Syndicate and decision of the Syndicate shall be final.

16. Post-dating of a promotion to a higher post.- An employee, on promotion, may post-date his promotion up to a date when it shall be to his benefit but the employee shall exercise this option within six months from the date of the order of promotion and the option once exercised shall be final.

17. Seniority.- (1) The *inter-se* seniority of the employees shall be determined as under:

- (a) an employee who has been assigned a higher merit by the competent authority at the time of initial recruitment shall rank senior to the employee placed in a lower merit in the same batch of selectees for the same group of posts;

- (b) if merit of two or more employees in the list of selectees is same, the elder employee shall be senior to the younger; and
- (c) seniority in a post to which an employee is promoted shall take effect from the date of regular appointment to that post but the employees promoted to higher post in the batch shall, on their promotion to higher posts, retain their *inter-se* seniority as in the lower posts.

(2) In case of extraordinary leave without pay beyond five years, the name of the employee to whom such leave is granted shall be removed from the seniority list and placed on a separate static list with no claim to promotion or to seniority over any junior who may be promoted during this period and the name of such employee shall be brought back on the seniority list only after duty is resumed on return and seniority of such employee shall be determined after deducting the period of extraordinary leave beyond five years.

(3) The Registrar shall prepare, maintain and circulate, annually, cadre and scale wise seniority lists of the regular employees and shall furnish a copy to the Administrative Department.

18. Resignation from service.- An employee may resign from the post, subject to serving a notice to the competent authority, for the period as laid down in the appointment letter or deposit a basic pay for that period in lieu thereof. If no such period has been mentioned in the appointment letter, the employee shall give one month's notice or deposit one month's pay in lieu thereof.

19. Termination of an employee, appointed temporarily, other than penalty.- If the services of an employee, appointed temporarily, are no longer required, for the reasons other than penalty under the Act or statutes made thereunder on the subject, the competent authority may dispense with his services by giving him one month's notice or one month's pay in lieu thereof.

20. Retirement.- (1) An employee holding a permanent post shall retire on attaining sixty years age.

(2) An employee, other than those who are bound under a surety bond or agreement with the University, may retire from service on any such date after completion of twenty five years of regular service counted from the date of joining the service by exercising the option and obtaining the approval of the competent authority.

(3) An employee, on retirement, shall be entitled to such pension, gratuity and other benefits as per rules and policies of the Government.

21. Retention of lien.- A confirmed employee shall acquire lien against the post held by him when he is relieved as a consequence of his selection against some other post, cadre or service in the service of Federal Government or Provincial Government or autonomous body or authority. He shall retain his lien in the University until he is confirmed in the said other post, cadre or service or for a maximum period of three years, whichever is earlier, and the said period of lien shall not be

extended in any case.

22. Age relaxation.- Age relaxation, for appointment by initial recruitment, shall be admissible as per policy of the Government.

23. Domicile.- An appointment, other than under the tenure track system or faculty, shall be made from amongst the candidates domiciled in the Punjab.

24. Officer of the University.- An employee in BS-17 and above shall also be the officer of the University.

25. Authorities of the University.- The selection committee shall also be the authority of the University.

CHAPTER-III PAY AND ALLOWANCES

26. Salary.- (1) A class-A post employees shall be entitled to such salary as may be recommended by the Selection Board, under clause (a) of section 31 of the Act and approved by the competent authority.

(2) A class-B post employee shall be entitled to such salary as admissible to the scale of pay against which he is appointed.

27. Medical allowance.- An employee shall be entitled to such medical allowance as admissible to the corresponding categories of the civil servants.

28. Medical reimbursement.- An employee shall be paid actual expenditure incurred during hospitalization in case of indoor treatment in the Government hospital or any other hospital approved by the Syndicate.

29. Compensatory allowance.- The Syndicate may grant such compensatory allowance to the employees or category of employees, as it may deem fit.

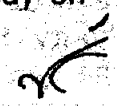
30. House rent allowance.- The employee who is not provided accommodation by the University shall be paid house rent allowance as admissible to the corresponding category of a civil servant.

31. Traveling and daily allowances.- (1) An employee on official duty shall be entitled to such traveling and daily allowances as admissible to the corresponding category of a civil servant.

(2) Employees of other institutions or universities attending the meetings of the University or appointed as examiners or deputed to conduct the examinations or other assignments of the University shall be paid such traveling allowance and daily allowance as admissible to the corresponding categories of the civil servants.

32. Honoraria.- The Syndicate may, on the recommendations of the Vice Chancellor, grant honoraria in a year up to one month's basic pay to an employee or class of employees for rendering exceptional duty to the University.

33. Increment.- An annual increment in the pay shall ordinarily be drawn as a matter of course on first December of each year, if an employee has completed six months of service in that scale of pay on thirtieth November of that year.



34. Other allowances.- (1) Deputation allowance, conveyance allowance, qualification allowance, additional charge allowance and computer allowance shall be paid to such employees as are entitled to them in accordance with the corresponding categories of the civil servants.

(2) Syndicate may grant senior post allowance, entertainment allowance, special allowance, integrated allowance, dearness allowance, special relief allowance and *ad hoc* relief allowance or any other allowances as it may deem fit.

(3) Registrar, Treasurer, Controller of Examinations and Resident Auditor shall be entitled to such perks and privileges as entitled to government servants in the corresponding scale of pay.

35. Pension on last drawn pay.- An employee, on retirement, shall be entitled to such pension, as per policy of the Government, on the basis of last pay drawn.

CHAPTER-IV

LEAVE AND LEAVE ENCASHMENT

36. Leave.- (1) An employee shall not claim leave as a matter of right.

(2) The authority competent to grant leave shall be competent to refuse, revoke or modify the leave already granted.

(3) Leave shall be earned on the basis of service rendered by an employee except for the period during which he remains on leave.

(4) Leave shall be applied for in terms of days.

37. Casual leave.- The reporting officer may grant casual leave on special grounds and to a maximum of ten days at a time and to a maximum of twenty five days in a year.

38. Leave on half pay.- (1) The competent authority may grant leave on half pay for more than one hundred and twenty days as long as it is available by conversion into the leave account.

(2) The Vice Chancellor may grant up to one hundred and twenty days leave on half pay as long as it is available by conversion into the leave account.

39. Extraordinary leave.- (1) The competent authority may grant extraordinary leave without pay up to a maximum period of five years at a time to an employee who is in continuous service for a period of not less than ten years:

Provided that the maximum period of five years shall be reduced by the period of leave on full pay or half pay, if granted in combination with the extraordinary leave.

(2) The competent authority may grant extraordinary leave without pay for a maximum period of two years to an employee who has not completed ten years of continuous service.

(3) The Vice Chancellor may grant up to one hundred and twenty days extraordinary leave to any employee.

40. Study leave.- (1) A regular employee, with not less than three

years' service in the University, desiring to pursue for higher education abroad or within the country may be granted leave on full pay not exceeding four years by the competent authority.

(2) The study leave shall initially be granted for one year and may be extended on the satisfactory report of the research supervisor or Registrar of the degree awarding institute concerned, about the performance, after every year.

(3) In case unsatisfactory report is received from research supervisor or Registrar of the degree awarding institute concerned, the study leave shall be cancelled by the competent authority.

(4) The study leave shall not be granted to more than twenty-five percent employees in the department at a time.

(5) The study leave shall not be granted unless the employee submits surety or bank guarantee to the satisfaction of the competent authority.

41. Earned leave in case of non-vacational employee.- (1) A non-vacational employee shall earn leave on full pay which shall be calculated at the rate of four days for every calendar month of duty rendered and credited to the leave account as leave on full pay.

(2) If an employee remained on duty for more than fifteen days in a calendar month, he shall be entitled to earn leave for full calendar month but if remained on duty for fifteen days or less, he shall not earn any earned leave for that month.

(3) If an employee proceeds on leave during a calendar month and returns from it during another calendar month and the period of duty in either month is more than fifteen days, the leave to be credited for both the incomplete months shall be restricted to that admissible for one full calendar month only.

(4) There shall be no maximum limit on the accumulation of such leave.

42. Earned leave in case of vocational employee.- A vocational employee may earn leave on full pay if:

- (a) he avails full vacation in a calendar year at the rate of one day for every calendar month of duty rendered;
- (b) during any year, he is prevented from availing full vacation then he shall be treated at par with non-teaching employees of the University for that year; and
- (c) he avails himself of only a part of the vacation as in sub-clause (a), then combination of earned leaves according to the proportion of vacations and on duty period for the entire year.

43. Leave on full pay.- (1) The maximum period of leave on full pay may be granted at one time shall be as follows:

- (a) without medical certificate; 120 days
- (b) with medical certificate; 180 days
- (c) on medical certificate 365 days
from leave account, once in
entire service.

(2) The competent authority may grant leave on full pay for more than one hundred and twenty days.

(3) The Vice Chancellor may grant up to one hundred and twenty days leave on full pay.

44. Iddat Leave.- (1) The Vice Chancellor shall grant *iddat* leave on full pay for a period not exceeding one hundred and thirty days to a female employee on the death of her husband and such leave shall not be debited to her leave account.

(2) The *Iddat* leave shall commence from the date of the death of husband, and the female employee shall furnish death certificate issued by the department concerned to the Vice Chancellor, subsequently.

45. Maternity leave.- (1) The Vice Chancellor shall, on the application of a female employee, grant her maternity leave on full pay, outside the leave account, to the extent of ninety days in all.

(2) The maternity leave shall not be granted more than three times in the entire service of a female employee.

(3) The maternity leave may be granted in continuation of or in combination with any other kind of leave including extraordinary leave as may be due and admissible to a female employee.

46. Paternity leave.- (1) The Vice Chancellor shall, on the application of a male employee, grant him paternity leave on full pay, outside the leave account, for a maximum period of seven days on or immediately before the birth of his child.

(2) The paternity leave shall not be granted for more than two times in the entire service of a male employee.

47. Leave ex-Pakistan.- The competent authority may grant leave ex-Pakistan on half pay, without pay or full pay, to an employee in accordance with statutes 37, 38 and 42 of the statutes.

48. Leave preparatory to retirement.- (1) The Vice Chancellor may grant leave preparatory to retirement, for a maximum period of three hundred and sixty-five days, subject to availability of leave balance in employee account.

(2) An employee may, at his discretion, take leave preparatory to retirement, subject to availability, either on full pay or partly on full pay and partly on half pay or entirely on half pay.

(3) An employee may opt for encashment of leave in lieu of leave preparatory to retirement as admissible to the corresponding category of civil servant.

(4) An employee on leave preparatory to retirement shall not

resume duty without permission of the competent authority.

49. Encashment of leave in case of in-service death.- In case an employee dies or is invalidated or incapacitated while in-service, lump sum payment equal to full pay up to three hundred and sixty-five days, out of the leave at his credit, shall be made besides the pension given to his family.

50. Over stay after sanctioned leave.- (1) Unless leave of an employee is extended by the authority competent to grant such leave, an employee who remains absent after the expiry of his leave, shall not be entitled to any remuneration for the period of such absence, and without prejudice to any disciplinary action that may be taken against him, double the period of such absence shall be debited against his leave account.

(2) The leave debited under sub-statute (1), shall be adjusted against future earning of leave, if there is insufficient credit in the leave account.

51. Combination of different types of leave.- One type of leave may be combined with any other type of leave otherwise admissible to an employee.

52. Leave to lapse when an employee leaves service.- All leave at the credit of an employee shall lapse when he leaves the service due to any cause.

53. Quarantine leave.- An employee may be granted quarantine leave outside his leave account to the extent recommended by the authorized medical officer and the period of such leave shall be treated as duty with full pay and allowances of the post held by him at the time of proceeding on leave.

CHAPTER-V GENERAL CONDUCT

54. Conduct of employees.- The employees shall not engage themselves directly or indirectly in tuition or any business or trade or occupation.

55. Disciplinary proceedings.- (1) The competent authority, at its own or on a complaint in writing, may initiate disciplinary proceedings, against an employee, under the Act.

(2) The procedure, for holding disciplinary proceedings, shall subject to the provisions of the Act, be as provided in the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 (XII of 2006).

(3) The Syndicate, under clause (x) of subsection (2) of section 22 of the Act, may suspend, punish and remove from service an employee whom it is empowered to appoint.

(4) The Vice Chancellor may suspend, punish and remove from service an employee whom he is empowered to appoint.

56. Residuary matters.- If no provision or sufficient provision exists in the Statutes with respect to any terms and conditions of the service of an employee, the rules or instructions or policies governing the

service of a civil servant under the Punjab Civil Servants Act, 1974 (VIII of 1974) shall, as nearly as possible, apply to service of the employee.

SECRETARY
GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT"

(AHMAD RAZA SARWAR)

SECRETARY
Government of the Punjab
Law and Parliamentary Affairs Department

SCHEDULE

(see statute 3)

Name of University	Title of post with scale of pay	Appointing Authority	Minimum qualification for appointment by		Method of recruitment		Age for initial recruitment		Mode of Appointment
			Initial recruitment	Promotion			Min.	Max.	
1	2	3	4	5	6	7	8	9	
CLASS-A POSTS (TEACHING)									
Disciplines other than Engineering, Information Technology, Computing Sciences, Law and Art & Design									
University of Okara	1. Professor (BS-21)	Syndicate	(i) Ph.D. in Applied Psychology or Arabic or Biochemistry or Bioinformatics or Biotechnology or Botany or Forestry or Chemistry or Commerce or Chinese or Economics or Education or English Literature or English Linguistic or Environmental Sciences or Agricultural Sciences or Allied Disciplines, Animal Sciences and Allied Disciplines, Agri. Engineering and Allied Disciplines or Forensic Sciences or Linguistics (Arabic, Balochi, Chines, Korean, Saralki) or Molecular Biology or Genomics or Home Economics or Special Education or Nutrition and Dietetics or Fresh Water Biology or Radiography and Imaging Technologies or Criminology and Forensic Sciences or Psychology or Geography or Archeology or Sports Sciences and Physical Education or Peace and Conflict or Physiotherapy or French or German or History or International Relations or Islamic Studies or Library and Information Sciences or Mass Communication or Media Studies or Communication Sciences or Management Sciences or Mathematics or Microbiology or Medical Lab Technology or Molecular Genetics or Pakistan Studies or Pharmacy or Physics or Political Science or Public Health or		By initial recruitment.	35	50	Regular or TTS or Contract.	

University of Okara	2. Associate Professor (BS-20)	Syndicate	Sociology or Statistics or Urdu or Zoology or equivalent qualification from an institute or university recognized by Higher Education Commission; (ii) (a) fifteen years' teaching or research experience from a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; or (b) ten years' post-Ph.D. teaching or research experience from a post-graduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; and (iii) fifteen research publications in the journals recognized by Higher Education Commission; out of which five publications must be within last five years.					By Initial recruitment.	30	50	Regular or TTS or Contract.
				(i) Ph.D. in Applied Psychology or Arabic or Biochemistry or Bioinformatics or Biotechnology or Botany or Forestry or Chemistry or Commerce or Chinese or Economics or Education or English Literature or English Linguistic or Environmental Sciences or Agricultural and Allied Disciplines, Animal Sciences and Allied Disciplines, Agri. Engineering and Allied Disciplines or Forensic Sciences or Linguistics (Arabic, Balochi, Chines, Korean, Saraiki) or Molecular Biology or Genomics or Home Economics or Special Education or Nutrition and Dietetics or Fresh Water Biology or Radiography and Imaging Technologies or Criminology							

				and Forensic Sciences or Psychology or Geography or Archeology or Sports Sciences and Physical Education or Peace and Conflict or Physiotherapy or French or German or History or International Relations or Islamic Studies or Library and Information Sciences or Mass Communication or Management Sciences or Mathematics or Microbiology or Medical Lab Technology or Molecular Genetics or Pakistan Studies or Pharmacy or Physics or Political Science or Public Health or Sociology or Statistics or Urdu or Zoology or equivalent qualification from an Institute or university recognized by Higher Education Commission;	(ii) (a) ten years' teaching or research experience from a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; or	(b) five years' post-Ph.D. teaching or research experience from a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; and	(iii) ten research publications in the journals recognized by Higher Education Commission; out of which four publications must be within last five years.
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University of Okara	3. Assistant Professor (BS-19)	Syndicate	Ph.D. in Applied Psychology or Arabic or Biochemistry or Bioinformatics or Biotechnology or Botany or Forestry or Chemistry or Commerce or Chinese or Economics or Education or English Literature or English Linguistic or Environmental Sciences or Agricultural and Allied Disciplines, Animal Sciences and Allied Disciplines, Agri. Engineering and Allied Disciplines or Forensic Sciences or Linguistics (Arabic, Balochi, Chines, Korean, Saraiki) or Molecular Biology or Genomics or Home Economics or Special Education or Nutrition and Dietetics or Fresh Water Biology or Radiography and Imaging Technologies or Criminology and Forensic Sciences or Psychology or Geography or Archeology or Sports Sciences and Physical Education or Peace and Conflict or Physiotherapy or French or German or History or International Relations or Islamic Studies or Library and Information Sciences or Mass Communication or Management Sciences or Mathematics or Microbiology or Medical Lab Technology or Molecular Genetics or Pakistan Studies or Pharmacy or Physics or Political Science or Public Health or Sociology or Statistics or Urdu or Zoology or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	25	45	Regular or Cont.
University of Okara	4. Lecturer (BS-18)	Syndicate	MS or M.Phil. (first division) in Applied Psychology or Arabic or Biochemistry or Bioinformatics or Biotechnology or Botany or Forestry or Chemistry or Commerce or Chinese or Economics or Education or English Literature or English Linguistic or Environmental Sciences or Agricultural and Allied Disciplines or Animal Sciences and Allied Disciplines, Agri. Engineering and Allied Disciplines or Forensic Sciences or Linguistics (Arabic, Balochi, Chines, Korean, Saraiki)		By initial recruitment.	21	35	Regular or Contract.

University of Okara	6. Associate Professor (BS-20)	Syndicate	field in a national or international organization; out of which five years must be teaching experience; or (b) ten years' post-Ph.D. teaching or research experience from a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization ; (iii) fifteen research publications in the journals recognized by Higher Education Commission or Pakistan Engineering Council; out of which five publications must be with in last five years.			30	50	Regular or TTS or Contract.
			(i) Ph.D. in Engineering or Information Technology or Computing or equivalent qualification from an Institute or university recognized by Higher Education Commission; (ii) (a) ten years' teaching or research experience from an Institute or a college recognized by a Board or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; out of which two years must be teaching experience; or (b) five years' post-Ph.D. teaching or research experience from a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization ;					

University of Okara	7. Assistant Professor (BS-19)	Syndicate	(iii) ten research publications in the journals recognized by Higher Education Commission or Pakistan Engineering Council; out of which four publications must be with in last five years.		By initial recruitment.	25	45	Regular or TTS or Contract.
University of Okara	8. Lecturer (BS-18)	Syndicate	Ph.D. in Engineering or Information Technology or Computing or equivalent qualification from an institute or university recognized by Higher Education Commission. MS or M.Phil. (first division) in Engineering or Computing or equivalent qualification from an institute or university recognized by Higher Education Commission. Note: An applicant having third division in academic career shall not be eligible, however, such applicant having the degree of Ph.D. in the relevant field and has not more than one third division in the entire academic career shall be eligible for the post.		By initial recruitment.	21	35	Regular or Contract.
Art and Design								
University of Okara.	9. Professor (BS-21)	Syndicate	(i) Ph.D. in Art and Design or equivalent qualification from an institute or university recognized by Higher Education Commission and who have: (a) fifteen years' teaching or research experience in a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; or (b) ten years' post-Ph.D. teaching or research experience in a postgraduate institute or university recognized by Higher Education Commission or professional		By initial recruitment.	35	50	Regular or TTS or Contract

University of Okara	10. Associate Professor (BS-20)	Syndicate	(i) Ph.D. in Art and Design or equivalent degree qualification from an institute or university recognized by Higher Education Commission and who have: (a) ten years' teaching or research experience from a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; or (b) five years' post-Ph.D. teaching or research experience from a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; and (c) outstanding and substantial level of professional art activity demonstrated by participation in six exhibitions at national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or work in any other discipline of art and design; or (ii) Master's degree (foreign) or MS or M.Phil. in Art and Design or equivalent qualification from an institute or university recognized by Higher Education Commission and who have: (a) twelve years' teaching or research experience; out of which four years' post qualification experience from a postgraduate institute or university recognized by Higher	By initial recruitment:	30	50	Regular or Contract	15 or
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University of Okara	11. Assistant Professor (BS-19)	Syndicate	Education Commission or professional experience in the relevant field in a national or international organization; and (b) outstanding and substantial level of professional art activity demonstrated by participation in eight exhibitions at national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or work in any other discipline of art and design.		By initial recruitment.	25	45	Regular or TTS or Contract
			(i) Ph.D. in Art and Design or equivalent qualification from an institute or university recognized by Higher Education Commission; or (ii) (a) Master's degree (foreign) or MS or M.Phil. in Art and Design or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) four years' teaching or research experience from a postgraduate institute or university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; or (iii) (a) Bachelor in Fine Arts or Bachelor in Designing (four years) (first division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (c) six years' teaching or research experience from a					

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Law

University of Qkara	14. Associate Professor (BS-20)	Syndicate	(c) fifteen research publications in journals recognized by Higher Education Commission; out of which five publications must be within last five years; or (ii) LLM or JD in Law or equivalent qualification from an institute or university recognized by Higher Education Commission and who have: (a) seventeen years' teaching or research experience; out of which eight years' post qualification experience from a postgraduate Institute or a university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; and (b) fifteen research publications in journals recognized by Higher Education Commission; out of which five publications must be within last five years.	-	By Initial recruitment.	30	50	Regular or TTS or Contract
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University of Okara	15. Assistant Professor (BS-19)	Syndicate	university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; and (c) ten research publications in journals recognized by Higher Education Commission; out of which four publications must be with in last five years; or (ii) LLM or JD in Law or equivalent qualification from an Institute or university recognized by Higher Education Commission and who have: (a) twelve years' teaching or research experience; out of which four years' post qualification experience from a postgraduate institution or a university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization; and (b) ten research publications in journals recognized by Higher Education Commission; out of which four publications must be with in last five years.	By Initial recruitment.	25	45	Regular or TTS or Contract
			(i) Ph.D. in Law or equivalent qualification from an Institute or university recognized by Higher Education Commission; or (ii) (a) LLM or JD in Law or equivalent qualification from an Institute or university recognized by Higher Education Commission; and (b) four years' teaching or research experience from a postgraduate Institute or a university recognized by Higher Education Commission or professional				

University of Okara	16. Lecturer (BS-18)	Syndicate	experience in the relevant field in a national or international organization; or (iii) (a) LLB (first division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) six years' teaching or research experience from a postgraduate institute or a university recognized by Higher Education Commission or professional experience in the relevant field in a national or international organization.				By initial recruitment.	21	35	Regular or Contract
CLASS-A POSTS (NON-TEACHING)										
University of Okara	17. Registrar (BS-20)	Government	(i) (a) Ph.D. from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative professional experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (ii) (a) MS or M. Phil (second division) or equivalent qualification from an				By initial recruitment	40	50	Contract

University of Okara	18. Controller of Examinations (BS-20)	Chancellor	(b) ten years' post qualification teaching or administrative or professional experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (iii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification teaching or administrative or professional experience from a public or private institute or university recognized by Higher Education Commission or public sector organization.		By initial recruitment.	40.	50	Contract
			(i) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative or professional experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (ii) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission;					

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University of Dkara	20. Director Press, Media & Publication (BS-20)	Syndicate	Economics or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification experience in the relevant field. (i) (a) Ph.D. in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' experience in the relevant field; or (ii) (a) MS or M.Phil. (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' experience in the relevant field; or (iii) (a) Master's degree or BS (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' experience in the relevant field.		By initial recruitment.	40	50	Regular or Contract
University of 21. Okara	Director (Purchase & Store) (BS-20)	Syndicate	(i) (a) Ph.D. in Management Sciences or Commerce or Economics or equivalent qualification from an institute or university recognized by Higher Education Commission;		By initial recruitment.	40	50	Regular or Contract

University of Okara	22. Director (Research, Innovation & Commercialization) (ORIC) (BS-20)			Syndicate		(b) eight years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (II) (a) MS or M.Phil. (second division) in Management Sciences or Commerce or Economics or Accounts and Audit or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (III) (a) MBA or M.Com or ACCA or ACMA or M.Sc. (second division) in Economics or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization.	(I) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and	(b) eight years' post		By initial recruitment.	40		50	Regular or Contract
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University of Okara	23. Director (Quality Enhancement Cell) (BS-20)	Syndicate	qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (II) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission.	-	By initial recruitment.	40	50	Regular or Contract
			(I) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission; or (II) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission.					

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University of 24. Okara	Director (Academics) (BS-20)	Syndicate	(i) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission; or (ii) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission.		By initial recruitment.	40	50	Regular or Contract
University of 25. Okara	Director (Planning & Development) (BS-20)	Syndicate	(i) (a) Ph.D. in Economics or Engineering Sciences or Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (ii) (a) MS or M.Phil. (second division) in Economics or Engineering Sciences or Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field; or (iii) (a) Master's degree or BS		By initial recruitment.	40	50	Regular or Contract

University of Okara	26. Director (Sports) (BS-20)	Syndicate	(second division) in Economics or Engineering or Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification experience in the relevant field.		By initial recruitment.	40	50	Regular or Contract
			(i) (a) Ph.D. in Sports Sciences or Physical Education or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in organizing various sports at national or international level; or (ii) (a) M.S. or M. Phil. (second division) in Sports Sciences or Physical Education or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in organizing various sports at national or international level; or (iii) (a) Master's degree or BS (second division) in Sports Sciences or Physical Education or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification experience in organizing various sports at national or international level.					

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University of Okara	27. Chief Engineer (Civil) (BS-20)	Syndicate	(i) B.Sc. (second division) in Civil Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) registered with Pakistan Engineering Council as Engineer in Civil; and (iii) seventeen years' experience in relevant field; out of which five years' experience must be related to management of works.	-	By initial recruitment.	40	50	Regular or Contract
University of Okara	28. Director (Information Technology Services) (BS-20)	Syndicate	(i) (a) Ph.D. in Computer Science or Information Technology or System or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in relevant field; or (ii) (a) MS or M.Phil. (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in relevant field; or (iii) (a) Master's degree or BS (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' experience in	-	By initial recruitment.	40	50	Regular or Contract

University of Okara	29. Librarian (BS-20)	Syndicate	relevant field.		By initial recruitment.	40	50	Regular or Contract
			(i) (a) Ph.D. in Library and Information Science or Information Management or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (ii) (a) MS or M.Phil. (second division) in Library and Information Science or Information Sciences or Information Management or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field; or (iii) (a) Master's degree or BS (second division) in Library and Information Science or Information Sciences or Information Management or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification experience in the relevant field.					
University of Okara	30. Director Student Affairs (BS-20)	Syndicate	(i) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post		By initial recruitment.	40	50	Regular or Contract

University of Okara	31. Director (Career Counseling Centre) (BS-20)	Syndicate	qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission; or (ii) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education; or (iii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission.	-	By initial recruitment.	40	50	Regular or Contract
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			(ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' experience in the relevant field.		By initial recruitment.	40	50	Regular or Contract
University of Okara	32. Provost (BS-20)	Syndicate	(i) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; (ii) (a) MS or M.Phil. (first division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (iii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification teaching or administrative experience from a public or private institute or university					

University of Okara	33. Director External Linkages (BS-20)	Syndicate	recognized by Higher Education Commission or public sector organization. (i) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative experience in the relevant field; or (ii) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience in the relevant field; or (iii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification teaching or administrative experience in the relevant field.		By initial recruitment.	40	50	Regular or Contract
University of Okara	34. Director Administration and Coordination (BS-20)	Syndicate	(i) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification administrative experience in the relevant field; or (ii) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience in the relevant field.		By initial recruitment.	40	50	Regular or Contract

University of Okara	35. Director Legal Matters (BS-20)	Syndicate	(b) ten years' post qualification administrative experience in the relevant field; or (iii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification administrative experience in the relevant field.			40	50	Regular or Contract
			(i) (a) LLM (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field; or (ii) (a) LLB (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) twelve years' post qualification experience in the relevant field.					
University of Okara	36. Additional Registrar (BS-19)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' experience in the relevant field from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (ii) (a) Master's degree or BS		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Registrars (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years'	35	50	Regular or Contract

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University of Okara	37. Additional Controller of Examinations (BS-19)	Syndicate	(I) (a) MS or M.Phil. or equivalent qualification from an Institute or university recognized by Higher Education Commission; and (b) ten years' experience in the relevant field from a public or private institute or university recognized by Higher Education Commission or public sector organization. (II) (a) eight years' experience in the relevant field from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (b) Master's degree or BS (second division) or equivalent qualification from an Institute or university recognized by Higher Education Commission; and (c) ten years' experience in the relevant field from a public or private institute or university recognized by Higher Education Commission or public sector organization.	(b) 50% by promotion on the basis of selection on merit from amongst Deputy Controllers of Examination (BS-18) and (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	38. Additional Treasurer (BS-19)	Syndicate	(I) (a) MS or M.Phil. (second division) in Finance or Commerce or Accounting or Auditing or Economics or equivalent qualification from an Institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in	(b) 50% by promotion on the basis of selection on merit from amongst Deputy Treasurers (BS-18) with: (a) seven years' service in BS-18, in case of	35	50	Regular or Contract

University of Okara	Additional Director (Press, Media and Publication) (BS-19)	Syndicate	(i) (a) M.A. in Finance or M.Com. (b) ten years' post qualification experience in the relevant field; or (ii) (a) M.A. or M.Com. (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field; or (iii) (a) M.A. or M.Com. (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (iv) (a) Masters degree or BS (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant	(i) (a) M.A. in Finance or M.Com. (b) ten years' post qualification experience in the relevant field; or (ii) (a) M.A. or M.Com. (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field; or (iii) (a) M.A. or M.Com. (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (iv) (a) Masters degree or BS (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant	Initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
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University of Okara	40. Chief Security Officer (BS-19)	Syndicate	(i) A retired Commissioned Officer not below the rank of Major or equivalent from the Forces; and (ii) Not retired from on medical grounds or disciplinary grounds.	By initial recruitment.	35	50	Regular or Contract
University of Okara	41. Additional Director External Linkages (BS-19)	Syndicate	(i) (a) BS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; (b) eight years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (External Linkages) (BS-18) with: (a) seven years' service in BS-18 in case of initial recruitment in	35	50	Regular or Contract
University of Okara	42. Additional Director Administration & Coordination (BS-19)	Syndicate	(i) (a) BS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (Administration & Coordination) (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in	35	50	Regular or Contract

University of Okara	43. Additional Director (Purchase & Store) (BS-19)	Syndicate	(i) (a) MS or M.Phil. (second division) in Management Sciences or Commerce or Economics or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (ii) (a) MBA or M.Com. or ACCA or ACMA or M.Sc. in Economics or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field.	Higher Commission, and Education. (b) ten years' post qualification experience in the relevant field.	(b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment. i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (Purchase & Store) (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	44. Additional Director (Research, Innovation & Commercialization) (ORIC) (BS-19)	Syndicate	(i) (a) Ph.D. or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) six years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission; or (ii) (a) MS or M.Phil. (second division) or equivalent		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (Research, Innovation & Commercialization) (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract

University of Okara	45. Additional Director (Quality Enhancement Cell) (BS-19)	Syndicate	(b) eight years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission. (i) (a) MS or M.Phil. (second division) in Social Sciences or Sciences or Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification administrative or professional experience in the relevant field from a public or private institute or university recognized by Higher Education Commission; or (ii) (a) Master's degree or BS (second division) in Social Sciences or Sciences or Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification administrative or professional experience in the relevant field from a public or private institute or university recognized by Higher Education Commission.	qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission.	recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	46. Additional Director (Planning and Development) (BS-19)	Syndicate	(i) (a) MS or M.Phil. (second division) in Economics or Engineering or Management Sciences or Social Sciences or equivalent qualification	(b) five years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission.	recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract

University of Okara	Additional Director (Sports) (BS-19)	Syndicate	from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Economics or Engineering or Management Sciences or Social Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field.	from amongst Deputy Directors (Planning and Development) (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	47. Additional Director (Sports) (BS-19)	Syndicate	(i) (a) MS or M.Phil. (second division) in Sports Sciences or Physical Education or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in organizing various sports at national or international level; or (ii) (a) Master's degree or BS (second division) in Sports Sciences or Physical Education or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in organizing various sports at national or international level.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (Sports) (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	48. Chief Medical Officer (BS-19)	Syndicate	(i) MBBS (first division) from an institute or university recognized by Higher Education Commission;	By initial recruitment.	35	50	Regular or Contract

University of Okara	49. Project Director (BS-19)	Syndicate	(ii) registered with Pakistan Medical Commission; and (iii) twelve years' experience in the relevant field. (i) B.Sc. (second division) in Civil Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission; (ii) registered with Pakistan Engineering Council as Engineer in Civil; and (iii) twelve years' post qualification experience in relevant field; out of which four years' experience must be related to management of works.		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Senior Engineers (Civil)/XEN (Civil) (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	50. Additional Director (Information Technology Services) (BS-19)	Syndicate	(i) (a) MS or M.Phil. (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (Information Technology Services) (BS-18) or System Administrators (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17	35	50	Regular or Contract

University of Okara	51. Additional Librarian (BS-19)	Syndicate	(i) (a) MS or M.Phil. (second division) in Library and Information Sciences or Information Management or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) Library and Information Science or Information Sciences or Information Management or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field.		and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	52. Executive Secretary (BS-19)	Syndicate			By promotion on the basis of selection on merit from amongst Secretaries (BS-18) with seven years' service.			
University of Okara	53. Additional Director (Student Affairs) (BS-19)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative experience in the relevant field from a public or private institute or university recognized by Higher Education		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (Student Affairs) (BS-18) with: (a) seven years' service in BS-18, in case of initial	35	50	Regular or Contract

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						recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.			
University of Okara	54. Additional Director (Career Counseling Centre) (BS-19)	Syndicate	(ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience in the relevant field from a public or private institute or university recognized by Higher Education Commission.			i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (Career Counseling Centre) (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	55. Additional Director (Academics) (BS-19)	Syndicate	(i) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification teaching or administrative experience from a public or private field.			i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors (Academics) (BS-18) with:	35	50	Regular or Contract

University of Okara	56. Chief Secy Officer (BS-19)	Syndicate	(ii) (a) institute or university recognized by Higher Education Commission; or Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission.	(a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
			(i) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) ten years' post qualification experience in the relevant field.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Secy Officers (BS-18) with: (a) seven years' service in BS-18, in case of initial recruitment in BS-18; or (b) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	35	50	Regular or Contract
University of Okara	57. Additional Director Legal Matters (BS-19)	Syndicate	(i) (a) LL.M (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' experience in the relevant field; or (ii) (a) LL.B (second division) or equivalent qualification from an institute or university	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of selection on merit from amongst Deputy Directors Legal Matters (BS-18) with: (c) seven years'	35	50	Regular or Contract

University of Okara	58. Deputy Provost (BS-18)	Syndicate	recognized by Higher Education Commission; and (b) eight years' post qualification experience in the relevant field.	service in BS-18, in case of initial recruitment in BS-18; or (d) twelve years' service in BS-17 and above, in case of initial recruitment in BS-17. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of Okara	59. Deputy Registrar (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; or (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant	25	45	Regular or Contract

University of Okara	Deputy Controller of Examinations (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization; (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission or public sector organization.	Registrars (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
				i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Controllers of Examinations (BS-17) with five years' service. If none is available for promotion then by initial recruitment.			

University of Okara	61. Deputy Treasurer (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) in Finance or Commerce or Accounting or Auditing or Economics or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) MBA (Finance) or M.Com or ACCA or ACMA or M.Sc. or BS (second division) in Economics or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Treasurers (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of Okara	62. Deputy Director (Press, Media & Publication) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Press, Media & Publication) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of Okara	63. Deputy Director (External Linkages)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university	i) 50% by initial recruitment; and ii) 50% by promotion	25	45	Regular or Contract

	(BS-18)		recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.		on the basis of seniority-cum-fitness amongst Assistant Directors (External Linkages) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45		
University of Okara	64. Deputy Director (Administration & Coordination) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Administration & Coordination) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45		Regular or Contract
University of Okara	65. Deputy Director (Purchase & Store) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) in Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) MBA or M.Com or ACCA or AGMA or M.Sc. or BS (second division) (Economics) or equivalent qualification from an		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Purchase & Store) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45		Regular or Contract

University of Okara	66. Deputy Director (Research, Innovation & Commercialization) (ORIC) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an Institute or university recognized by Higher Education Commission; and (b) three years' post qualification teaching or administrative experience from a public or private Institute or university recognized by Higher Education Commission or public sector organization; or (ii) (a) Master's degree or BS (second division) in Social Sciences or equivalent qualification from an Institute or university recognized by Higher Education Commission; and (b) five years' post qualification teaching or administrative experience from a public or private Institute or university recognized by Higher Education Commission or public sector organization.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Research, Innovation & Commercialization) (ORIC) (BS-17) with five years' service as such. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of Okara	67. Manager (Research Operations and Development) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) in Management Sciences or Social Sciences or equivalent qualification from an Institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Management Sciences or	By initial recruitment.	25	45	Regular or Contract

University of Okara	68. Manager (University-Industrial Linkages and Technology Transfer) (BS-18)	Syndicate	Sciences or Social Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field. (i) (a) MS or M.Phil. (second division) in Management Sciences or Social Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Management Sciences or Social Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.	By initial recruitment.	25	45	Regular or Contract
University of Okara	69. Manager (Intellectual Property/Legal Services) (BS-18)	Syndicate	(i) (a) LLM (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) LLB (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.	By initial recruitment.	25	45	Regular or Contract

University of 70. Okara	Deputy Director (Quality Enhancement Cell) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) in Management Sciences or Sciences or Social Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Management Sciences or Social Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.	-	i) 50% by Initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Quality Enhancement Cell) (BS-17) with five years' service as such. If none is available for promotion then by Initial recruitment.	25	45	Regular or Contract
University of 71. Okara	Deputy Director (Planning and Development) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) in Economics or Engineering or Management Sciences or Social Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Economics or Engineering or Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.	-	i) 50% by Initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Planning and Development) (BS-17) with five years' service as such. If none is available for promotion then by Initial recruitment.	25	45	Regular or Contract

University of Okara	72. Senior Transport Officer (BS-18)	Syndicate			By promotion on the basis of seniority-cum-fitness from amongst Transport Officers (BS-17) with five years' service.				
University of Okara	73. Deputy Director (Sports) (BS-18)	Syndicate	(i) Master's degree or BS (second division) in Physical Education or Sports Sciences, or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in organizing sports at national or international level.		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Assistant Directors (Sports) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45		Regular or Contract
University of Okara	74. Senior Medical Officer (BS-18)	Syndicate	(i) MBBS (first division) from an institute or university recognized by Higher Education Commission; (ii) registered with the Pakistan Medical Commission; and (iii) five years' post qualification experience in the relevant field.		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Medical Officers (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45		Regular or Contract
University of Okara	75. Senior Horticulture Officer (BS-18)	Syndicate	(i) (a) MS or M.Sc. (second division) in Botany or Horticulture or Forestry or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field; or (ii) (a) B.Sc. (second division) in Botany or Horticulture or Forestry or equivalent qualification from an institute or university recognized by Higher Education Commission; and		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Horticulture Officers (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45		Regular or Contract

University of Okara	76. Senior Engineer (Civil)/XEN (Civil) (BS-18)	Syndicate	(i) B.Sc. (second division) in Civil Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission; (ii) registered with Pakistan Engineering Council as Engineer in Civil; and (iii) five years' experience of executive level in construction sector.			i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Engineers (Civil) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of Okara	77. Senior Engineer (Electrical)/XEN (Electrical) (BS-18)	Syndicate	(i) B.Sc. (second division) in Electrical Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission; (ii) registered with Pakistan Engineering Council as Engineer in Electrical; and (iii) five years' experience of executive level in construction sector.			i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Engineers (Electrical) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of Okara	78. Deputy Director (Information Technology Services) (BS-18)	Syndicate	(i) (a) M.S. or M.Phil. (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Computer Science or Information Technology or Telecommunication System			i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Information Technology Services) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract

University of Okara	79. System Administrator (BS-18)	Syndicate	or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field	(i) 50% by initial recruitment; and ii) 25% by promotion on the basis of seniority-cum-fitness amongst Computer programmers (BS-17) with five years' service; and iii) 25% by promotion on the basis of seniority-cum-fitness amongst Network Administrators (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of Okara	80. Deputy Librarian (BS-18)	Syndicate	(i) MS or M.Phil. (second division) in Library and Information Sciences or Information Management or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) Master's degree or BS (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Librarians (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract

University of Okara	81. Secretary (BS-18)	Syndicate	equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.		By promotion on the basis of seniority-cum-fitness from amongst Personal Secretaries (BS-17) with five years' service.					
University of Okara	82. Deputy Director (Student Affairs) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification teaching and administrative experience from a public or private institute or university recognized by Higher Education Commission; or (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification teaching and administrative experience from a public or private institute or university recognized by Higher Education Commission.		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Student Affairs) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract		
University of Okara	83. Senior Laboratory Engineer (BS-18)	Syndicate	(i) M.Sc. (second division) in Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in the relevant field.		By initial recruitment.	25	45	Regular or Contract		

University of 84. Okara	Deputy Director (Academics) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission; or (ii) (a) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification teaching or administrative experience from a public or private institute or university recognized by Higher Education Commission.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Academics) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of 85. Okara	Deputy Director (Career Counseling Centre) (BS-18)	Syndicate	(i) (a) MS or M.Phil. (second division) in Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' post qualification experience in the relevant field; or (ii) (a) MBA or M.Com or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years' post qualification experience in the relevant field.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors (Career Counseling Centre) (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of 86. Okara	Senior Press Manager (BS-18)	Syndicate	(i) Master's degree or BS (second division) in Mass Communication or Media Studies or Journalism or equivalent qualification from	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-	25	45	Regular or Contract

University of Okara	87. Software Engineer (BS-18)	Syndicate	(i) Master's degree or BS (second division) in Software Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in the relevant field.	-	fitness amongst Managers (BS-17) with five years' service. If none is available for promotion then by initial recruitment. By initial recruitment.	25	45	Regular or Contract
University of Okara	88. Database Administrator (BS-18)	Syndicate	(i) Master's degree or BS (second division) in Computer Science or Information Technology or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in the relevant field.	-	By initial recruitment.	25	45	Regular or Contract
University of Okara	89. Deputy Secretary Officer (BS-18)	Syndicate	(i) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in the relevant field.	-	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Secretary Officers (BS-17) with five years' service. If none is available for promotion then by initial recruitment.	25	45	Regular or Contract
University of Okara	90. Deputy Director Legal Matters (BS-18)	Syndicate	(i) LL.B (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in the relevant field.	-	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Directors Legal Matters (BS-17) with five years' experience.	25	45	Regular or Contract

					service. If none is available for promotion then by initial recruitment.			
University of Okara	91. Dental Surgeon (BS-17)	Syndicate	(i) Bachelor's degree in Dental Surgery (BDS) (first division) or equivalent qualification from an institute or university recognized by Higher Education Commission; (ii) registered with Pakistan Medical Commission; and (iii) one year house job experience.		By initial recruitment.	21	35	Regular or Contract
University of Okara	92. Assistant Secretary Officer (BS-17)	Syndicate	(i) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; or (ii) (a) Bachelor's degree (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) two -years' experience in the relevant field.		By initial recruitment.	21	35	Regular or Contract
University of Okara	93. Research Officer (BS-17)	Syndicate	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	21	35	Regular or Contract
University of Okara	94. Resident Auditor (BS-17)	Syndicate			By deputation (as per section 18 of the Act).			
University of Okara	95. Assistant Registrar (BS-17)	Syndicate	Master's degree or ACCA or ACMA or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	21	35	Regular or Contract

University of Okara	96. Assistant Controller of Examinations (BS-17)	Syndicate	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	97. Assistant Treasurer (BS-17)	Syndicate	MBA or M.Com or ACMA or ACCA or M.Sc. or BS (second division) in Economics or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	98. Assistant Director (Press, Media & Publication)/ Public Relation Officer (BS-17)	Syndicate	Master's degree or BS (second division) in Mass Communication or Media Studies or Journalism or Communication Studies or equivalent qualification from an Institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	99. Assistant Director (External Linkages) (BS-17)	Syndicate	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	100. Assistant Director Administration & Coordination (BS-17)	Syndicate	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	101. Press Manager (BS-17)	Syndicate	Master's degree or BS (second division) in Mass Communication or Media Studies or Journalism or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	102. Assistant Director (Purchase & Store) (BS-17)	Syndicate	MBA or M.Com or ACMA or ACCA or M.Sc. or BS (second division) in Economics or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	103. Assistant Director (Research, Innovation & Commercialization) (ORIC)	Syndicate	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract

University of Okara	(BS-17)	104. Publication/Communication Specialist (BS-17)	Syndicate	MBA or M.Com or Master's degree or BS (second division) in Mass Communication or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara		105. Computer Hardware Engineer (BS-17)	Syndicate	(i) BS in Engineering or Bachelor in Computer Science (second division) from an institute or university recognized by Higher Education Commission; and (ii) two years' experience in the relevant field.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara		106. Financial Aid & Scholarship Officer (BS-17)	Syndicate	(i) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) two years' experience in the relevant field.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara		107. Assistant Director (Quality Enhancement Cell) (BS-17)	Syndicate	Master's degree or BS (second division) in Social Sciences or Sciences or Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara		108. Assistant Director (Planning and Development) (BS-17)	Syndicate	Master's degree or BS (second division) in Economics or Engineering or Management Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara		109. Security Officer (BS-17)	Syndicate	(i) Bachelor's degree (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; or (ii) (a) retired commissioned officer from the Forces; and (b) not retired on medical or disciplinary grounds; and	-	By initial recruitment.	21	35	Regular or Contract

University of Okara	110. Transport Officer (BS-17)	Syndicate	(c) two years after retirement are not passed. (i) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) two years' experience in the relevant field.		By initial recruitment.	21	35	Regular or Contract
University of Okara	111. Assistant Director Sports (BS-17)	Syndicate	Master's degree or BS (second division) in Physical Education or Sports Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	21	35	Regular or Contract
University of Okara	112. Medical Officer (BS-17)	Syndicate	(i) MBBS (first division) from an institute or university recognized by Higher Education Commission; (ii) registered with Pakistan Medical Commission; and (iii) one year house job experience.		By initial recruitment.	21	35	Regular or Contract
University of Okara	113. Horticulture Officer (BS-17)	Syndicate	(i) M.Sc. (second division) in Botany or Horticulture or Forestry or equivalent qualification from an institute or university recognized by Higher Education Commission; or (ii) (a) B.Sc. (second division) in Forestry or Horticulture or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) two years' experience in the relevant field.		By initial recruitment.	21	35	Regular or Contract

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University of Okara	114. Assistant Engineer (Civil) (BS-17)	Syndicate	(i) B.Sc. (second division) in Civil Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) registered with Pakistan Engineering Council as Engineer in Civil.	B.Sc. (second division) in Civil Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Senior Sub Engineers (Civil) (BS-16) with eight years' service. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	115. Assistant Engineer (Electrical) (BS-17)	Syndicate	(i) B.Sc. (second division) in Electrical Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) registered with Pakistan Engineering Council as Engineer in Electrical.	B.Sc. (second division) in Electrical Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Senior Sub Engineers (Electrical) (BS-16) with eight years' service. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	116. Estate Officer (BS-17)	Syndicate	(i) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) two years' experience in the relevant field.		By initial recruitment.	21	35	Regular or Contract
University of Okara	117. Assistant Director (Information Technology Services) (BS-17)	Syndicate	Master's degree or BS (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	21	35	Regular or Contract
University of Okara	118. Assistant Director (Academics) (BS-17)	Syndicate	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	21	35	Regular or Contract

University of Okara	119. Laboratory Engineer (BS-17)	Syndicate	B.Sc. (second division) in Engineering or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	120. Computer Programmer (BS-17)	Syndicate	Master's degree or BS (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Assistant Computer Programmers (BS-16) with six years' service. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	121. Network Administrator (BS-17)	Syndicate	Master's degree or BS (second division) in Computer Science or Information Technology or Telecommunication System or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	122. Assistant Librarian (BS-17)	Syndicate	Master's degree or BS (second division) in Library and Information Science or Information Sciences or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	123. Personal Secretary (BS-17)	Syndicate	(i) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; (ii) speed of hundred words per minute of shorthand; (iii) speed of fifty words per minute of typing on computer in English; and (iv) sufficient knowledge of computer.	-	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Senior Scale Stenographers (BS-16) with eight years' service. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract

University of Okara	124. Assistant Director (Student Affairs) (BS-17)	Syndicate	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regul. Contract
University of Okara	125. Student Counselor (BS-17)	Syndicate	BS (second division) in Psychology or Applied Psychology or Clinical Psychology and ADCP or PGDC or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	126. Assistant Director (Career Counseling Centre) (BS-17)	Syndicate	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	127. Clinical Psychologist (BS-17)	Syndicate	(I) MS (second division) in Clinical Psychology or equivalent qualification from an institute or university recognized by Higher Education Commission; or (II) Master's degree (second division) in Psychology or equivalent qualification from an institute or university recognized by Higher Education Commission; and (a) advance diploma in Clinical Psychology (second division) from an institute or university recognized by Higher Education Commission; and (b) two years' experience in the relevant field.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	128. Protocol Officer (BS-17)	Syndicate	(i) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) two years' experience in the relevant field.	-	By initial recruitment.	21	35	Regular or Contract

University of Okara	129. Data Analyst (BS-17)	Syndicate	(i) M.Sc. or BS (second division) in Statistics or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) two years' experience in the relevant field.		By initial recruitment.	21	35	Regular or Contract
University of Okara	130. Statistical Officer (BS-17)	Syndicate	(i) M.Sc. or BS (second division) in Statistics or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) two years' experience in the relevant field.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	131. Data Processing Officer (BS-17)	Syndicate	Master's degree or BS (second division) in the relevant field or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	132. Assistant Director Legal Matters (BS-17)	Syndicate	LLB (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
C - NON-TEACHING (CLASS-B POSTS)								
University of Okara	133. Personal Assistant (BS-16)	Vice Chancellor	(i) Master's degree or BS (second division) in English or Management Sciences or Computer Science or Sociology or Public Administration or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in the relevant field.		i) 20% by initial recruitment; and ii) 80% by promotion on the basis of seniority-cum-fitness amongst Senior Scale Stenographers (BS-16) with three years' service as such. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	134. Assistant (Accounts) (BS-16)	Vice Chancellor	(i) Master's degree or BS (second division) in Commerce Management Sciences or Accounting and Finance or Economics or equivalent qualification from an		i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst	21	35	Regular or Contract

University of Okara	135. Assistant Auditor (BS-16)	Vice Chancellor	(ii) five years' experience of handling accounts or audit matters. (i) Master's degree or BS (second division) in Commerce or Management Sciences or Accounting and Finance or Economics or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience of handling accounts or audit matters.	Accountants (BS-15) with three years' service as such. If none is available by promotion then by initial recruitment. i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Auditors (BS-15) with three years' service as such. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	136. Assistant (BS-16)	Vice Chancellor	(i) Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in Microsoft Office.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Senior Clerks (BS-14) with three years' service as such. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	137. Assistant Computer Programmer (BS-16)	Vice Chancellor	(i) (a) MCS or MIT or MTS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; or (b) B.Sc. (Computer Science as major subject) (second division) or equivalent qualification from an institute or university recognized by Higher Education	By initial recruitment.	21	35	Regular or Contract

			Commission; and (ii) four years' experience in the relevant field.						
University of Okara	138. Senior Computer Operator (BS-16)	Vice Chancellor	(i) Master's degree or BS (second division) in Computer Science or Software Engineering or Information Technology or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) five years' experience in Microsoft Office, web development or graphic designing or data processing.			By promotion on the basis of seniority-cum- fitness from amongst Computer Operators (BS-15) with three years' service as such. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	139. Senior Sub- Engineer (Electrical) (BS-16)	Vice Chancellor	(i) Diploma of Associate Engineering (second division) in Electrical Engineering from a recognized institute; and (ii) ten years' experience in the relevant field.			i) 67% by initial recruitment; and ii) 33% by promotion on the basis of seniority-cum- fitness from amongst the Sub Engineers (Electrical) (BS-14) with five years' service as such. If none is available for promotion then by initial recruitment.	21	40	Regular or Contract
University of Okara	140. Senior Sub- Engineer (Civil) (BS-16)	Vice Chancellor	(i) Diploma of Associate Engineering (second division) in Civil Engineering from a recognized institute; and (ii) ten years' experience in the relevant field.			i) 67% by initial recruitment; and ii) 33% by promotion on the basis of seniority-cum- fitness from amongst the Sub Engineers (Civil) (BS-14) with five years' service as such. If none is available for promotion then by initial recruitment.	21	40	Regular or Contract
University of Okara	141. Senior Scale Stenographer (BS-16)	Vice Chancellor	(i) Master's degree or BS (second division) or equivalent qualification			By Promotion on the basis of seniority-cum- fitness from amongst	21	35	Regular or Contract

University of Okara	142. Security Officer (BS-16)	Vice Chancellor	from an institute or university recognized by Higher Education Commission; (II) five years' experience in Microsoft Office; and (III) speed of hundred words per minute of shorthand; and (IV) speed of forty words per minute of typing in English and Urdu on computer.	Stenographers (BS-15) with three years' service as such. If none is available for promotion then by initial recruitment.	30	45	Regular or Contract
University of Okara	143. Chief Technician (Dispensary) (BS-16)	Vice Chancellor	Ex-service man: (a) not below the rank of Subedar Major or equivalent rank from forces with exemplary service record; or (b) Subedar or equivalent rank officer from forces with two years' experience as Security Officer in any Department; (II) not be retired from forces on medical grounds or disciplinary grounds; and (III) two years are not passed after retirement.	I) 50% by initial recruitment; and II) 50% by promotion on the basis of seniority-cum-fitness from amongst Assistant Security Officers (BS-14) with four years' service as such. If none is available for promotion then by initial recruitment.			
University of Okara	144. Broadcast Engineer (BS-16)	Vice Chancellor	(I) BS-16 in Electrical Engineering (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (II) three years' experience in broadcast media.	By promotion on the basis of seniority-cum-fitness from amongst Senior Technicians (Dispensary) (BS-14) with five years' service as such. By initial recruitment.	21	35	Regular or Contract

University of Okara	145. Deputy Estate Officer (BS-16)	Vice Chancellor	(i) Bachelor's degree (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) three years' administrative or office experience.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst the Assistant Estate Officers (BS-14) with five years' service as such. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	146. Assistant Program Producer (BS-16)	Vice Chancellor	(i) Master's degree or BS (second division) in Mass Communication or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) three years' experience in the relevant field.	By initial recruitment.	21	35	Regular or Contract
University of Okara	147. Senior Proof Reader (BS-16)	Vice Chancellor	(i) Master's degree or BS (second division) in English or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) three years' experience in the relevant field.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Proof Readers (BS-14) with three years' service as such. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	148. Media Coordinator (BS-16)	Vice Chancellor	Master's degree or BS (second division) in Journalism or Mass Communication or Media Studies or equivalent qualification from an institute or university recognized by Higher Education Commission.	By initial recruitment.	21	35	Regular or Contract
University of Okara	149. Demonstrator /Research Assistant/ Teaching Assistant/ Research	Vice Chancellor	Master's degree or BS (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	By initial recruitment.	21	35	Regular or Contract

	Fellow (BS-16)	Education Commission						
University of Okara	150. Assistant Manager (Intellectual Property & Legal Services) (BS-16)	Vice Chancellor	LLB (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	151. Nurse (BS-16)	Vice Chancellor	(i) BS Nursing from an institute or university recognized by Higher Education Commission; and (ii) three years Diploma in Nursing from a recognized institute.	-	By initial recruitment.	21	35	Regular or Contract
University of Okara	152. Head Draftsman (BS-15)	Vice Chancellor			By promotion on the basis of seniority-cum- fitness from amongst Draftsmen (BS-13) with five years' service as such.			
University of Okara	153. Accountant (BS-15)	Vice Chancellor	B.Com (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.	-	By initial recruitment.	18	30	Regular or Contract
University of Okara	154. Computer Operator (BS-15)	Vice Chancellor	(i) (a) Bachelor's degree (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; (b) three months computer training course or diploma in MS Office from a recognized institute; and; (c) speed of forty words per minute of typing on computer in English; or (ii) (a) Bachelor in Computer Science (second	-	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst the Junior Computer Operators (BS-12) with five years' service as such. If none is available for promotion then by initial recruitment.	18	30	Regular or Contract

University of Okara	155. Stenographer (BS-15)	Vice Chancellor	(a) division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) speed of forty words per minute of typing on computer in English. (i) Bachelor's degree (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; (ii) speed of forty words per minute of typing on computer in English and Urdu; and (iii) speed of eighty words per minute of shorthand.	By initial recruitment.	18	30	Regular or Contract
University of Okara	156. Auditor (BS-15)	Vice Chancellor	(i) B. Com (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) two years' experience in the relevant field.	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst the Junior Auditors (BS-11) with five years' service as such. If note is available for promotion then by initial recruitment.	18	30	Regular or Contract
University of Okara	157. Hardware Technician (BS-15)	Vice Chancellor	(i) (a) Bachelor's degree (second division) in Computer Science or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) two years' experience in the relevant field; or (ii) (a) Bachelor's degree (second division) or equivalent qualification from an	By initial recruitment.	21	35	Regular or Contract

University of Okara	158. Senior Store Keeper (BS-14)			Institute or university recognized by Higher Education Commission; (b) PGP (second division) in Computer Hardware or equivalent qualification from an institute or university recognized by Higher Education Commission; (c) two years' experience in the relevant field.			18	30	Regular or Contract
University of Okara	159. Engineering Lab Assistant (BS-14)	Vice Chancellor	(i) Bachelor's degree (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission; and (ii) three years' experience in store keeping.		By promotion on the basis of seniority-cum-fitness from amongst Store Keepers (BS-11) with three years' service as such. If none is available for promotion then by initial recruitment.		18	30	Regular or Contract
University of Okara	160. Sanitary Supervisor (BS-14)	Vice Chancellor	(i) Diploma of Engineering (second division) in the relevant field from a recognized institute; and (ii) three years' experience in the relevant field.		By initial recruitment.		18	30	Regular or Contract
University of Okara	161. Library Assistant (BS-14)	Vice Chancellor	(i) Bachelor's degree (second division) in Library Science or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) three years' experience in the relevant field; or (ii) (a) Higher Secondary School Certificate (second division) from a recognized	(i) Bachelor's degree (second division) in Library Science or equivalent qualification from an institute or university recognized by Higher Education Commission; or (ii) Higher Secondary School Certificate (second division) from a recognized Board with Certificate in Library Science	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst the Library Clerks (BS-11) with five years' service. If none is available for promotion then by initial recruitment.		18	30	Regular or Contract

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			Board;	and knowledge Computer.				
University of Okara	162. Assistant Security Officer (BS-14)	Vice Chancellor	(b) Certificate in Library Science; (c) knowledge of Computer and (d) five years' experience in the relevant field.		1) 50% by initial recruitment; and 2) 50% by promotion on the basis of seniority-cum-fitness from amongst the Head Security Guards (BS-11) with three years' service each. If none is available for promotion then by initial recruitment.	21	35	Regular or Contract
University of Okara	163. Sub Engineer (Electrical) (BS-14)	Vice Chancellor	(i) Ex-service men: (a) not below the rank of Naib Subedar Major or equivalent rank from infantry or military police forces; (b) Subedar Major or equivalent rank from Police with five years experience as Security Officer; and (ii) not be retired from forces on medical grounds; and disciplinary grounds; and (iii) be officers and not passed after retirement.		By initial recruitment.	18	30	Regular or Contract
University of Okara	164. Sub Engineer (Civil) (BS-14)	Vice Chancellor	Diploma or Associate Engineering in Electrical Engineering from a recognized institute.		By initial recruitment.	18	30	Regular or Contract
University of Okara	165. Senior Clerk (BS-14)	Vice Chancellor			By promotion on the basis of seniority-cum- fitness from amongst Junior Clerks (BS-11) with five years' service as such.			
University of Okara	166. Supervisor (Horticulture & Landscaping) (BS-14)	Vice Chancellor	Master's degree or second division in Horticulture or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	21	30	Regular or Contract

University of Okara	167. Assistant Estate Officer (BS-14)	Vice Chancellor	Bachelor's degree (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	21	30	Regular Contract
University of Okara	168. Caretaker (BS-14)	Vice Chancellor	Bachelor's degree (second division) or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	18	30	Regular or Contract
University of Okara	169. Sports Supervisor (BS-14)	Vice Chancellor	(i) (a) BS (second division) in Physical Education or equivalent qualification from an institute or university recognized by Higher Education Commission; or (ii) (a) Bachelor's degree (second division) in Physical Education or equivalent qualification from an institute or university recognized by Higher Education Commission; and (b) five years professional experience of coaching.		By initial recruitment.	18	30	Regular or Contract
University of Okara	170. Proof Reader (BS-14)	Vice Chancellor	Master's degree or BS (second division) in English or equivalent qualification from an institute or university recognized by Higher Education Commission.		By initial recruitment.	21	30	Regular or Contract
University of Okara	171. Senior Technician (Dispensary) (BS-14)	Vice Chancellor			By promotion on the basis of seniority-cum- fitness from amongst Technicians (Dispensary) (BS-12) with five years' service as such.			

University of Okara	172. Senior Telephone Technician (BS-14)	Vice Chancellor			By promotion on the basis of seniority-cum-fitness from amongst Telephone Technicians (BS-11) with five years' service as such.			
University of Okara	173. Supervisor (Construction/Maintenance) (BS-14)	Vice Chancellor	(I) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; (II) Diploma of Associate Engineering (second division) in Civil or Architecture or equivalent qualification from a recognized Institute; and (III) two years' experience in the relevant field.		By initial recruitment.	18	30	Regular or Contract
University of Okara	174. Graphic Designer (BS-14)	Vice Chancellor	(I) MA in Graphic Design or Bachelor in Fine Arts in Graphic Design or equivalent qualification from an Institute or university recognized by Higher Education Commission; or (II) (a) Diploma in Graphic and Printing (second division) or equivalent qualification from an recognized Institute; and (b) three years' experience in the relevant field.		By initial recruitment.	21	40	Regular or Contract
University of Okara	175. Machine Man (BS-14)	Vice Chancellor	(I) Bachelor's degree (second division) from an Institute or university recognized by Higher Education Commission; (II) Diploma of Associate Engineering (Printing and Drafts) from recognized Institute; and (III) five years' experience in the relevant field.		By initial recruitment.	21	40	Regular or Contract

Regul. or Contract	40	25	By initial recruitment.						
University of Okara			By initial recruitment.						
177. Workshop Instructor (BS-14)	35	21	By initial recruitment.						
University of Okara			By initial recruitment.						
178. Draftsman (BS-13)	30	18	By initial recruitment.						
University of Okara			By initial recruitment.						
179. Instrument Repairer (BS-13)	30	18	By initial recruitment.						
University of Okara			By initial recruitment.						

University of Okara	180. CNC Operator (BS-13)	Vice Chancellor	(i) Diploma of Associate Engineering in Computer Numeric Machining from a recognized institute; and (ii) three years' experience in the relevant field		By initial recruitment.	18	30	Regular or Contract
University of Okara	181. Power Plant Supervisor (BS-13)	Vice Chancellor	(i) Diploma of Associate Engineering in Electrical from a recognized Board; and (ii) five years' experience of operating Diesel Generating Systems.		By initial recruitment.	18	30	Regular or Contract.
University of Okara	182. Laboratory Supervisor (BS-13)	Vice Chancellor	(i) Diploma of Associate Engineering in the relevant field from a recognized Board; and (ii) five years' experience in the relevant field.		By initial recruitment.	18	30	Regular or Contract
University of Okara	183. Technician (Dispensary) (BS-12)	Vice Chancellor			By promotion on the basis of seniority-cum-fitness from amongst Dispensers (BS-09) with five years' service as such.			
University of Okara	184. Imam (BS-12)	Vice Chancellor	(i) Sanad Daras-i-Nizami or Sanad Fazil-i-Arabi; and (ii) proficient in qirat.		By initial recruitment.	21	40	Regular or Contract
University of Okara	185. Junior Computer Operator (BS-12)	Vice Chancellor	(i) (a) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board with computer training course or diploma (three months) in MS Office from a recognized institute; or (b) ICS (second division) or equivalent qualification from a recognized Board; and (ii) speed of forty words per minute of typing on		i) 80% by initial recruitment; and ii) 20% by promotion on the basis of seniority-cum-fitness from amongst the Computer Technicians (BS-11) with three years' service. If none is available for promotion then by initial recruitment.	18	30	Regular or Contract

University of Okara	186. Assistant Surveyor (BS-11)	Vice Chancellor	computer in English.	-	By initial recruitment.	18	30	Regular or Contract
			(i) Higher Secondary School Certificate (second division) from a recognized Board; (ii) Certificate in Draftsmanship or Surveyor from a recognized Board; and (iii) three years' experience in the relevant field.					
University of Okara	187. Electrician (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) from a recognized Board; (ii) Diploma of Associate Engineering in Electrical (second division) or equivalent qualification from a recognized institute; and (iii) two years' experience in the relevant field.	-	By initial recruitment.	18	30	Regular or Contract
University of Okara	188. Machine Man Rota (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) from a recognized Board; and (ii) three years' practical working on 'L model' and box feeder model Rota machine.	-	By initial recruitment.	18	30	Regular or Contract
University of Okara	189. Head Security Guard (BS-11)	Vice Chancellor		-	By promotion on the basis of seniority-cum-fitness from amongst the Security Guards (BS-05) or Security Guards (Female) (BS-05) with seven years' service as such.			

University of Okara	190. Junior Clerk (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; (ii) speed of twenty five words per minute of typing on computer in English; and (iii) proficient in M.S. Office or any other compatible office application.		By initial recruitment.	18	30	Regular or Contract
University of Okara	191. Junior Auditor (BS-11)	Vice Chancellor	(i) I.Com or D.Com (second division) from a recognized Board; and (ii) Proficient in MS Office or relevant software.	-	By initial recruitment.	18	30	Regular or Contract
University of Okara	192. Store Keeper (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) speed of twenty five words per minute of typing on computer in English.	-	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Junior Store Keepers (BS-07) with three years' service as such. If none is available for promotion then by initial recruitment.	18	30	Regular or Contract
University of Okara	193. Computer Technician (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in relevant field from a recognized institute.	-	By initial recruitment.	18	30	Regular or Contract
University of Okara	194. Lab Technician (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in relevant field from a recognized institute.	-	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness amongst Laboratory Assistants (BS-07) with five years' service.	18	30	Regular or Contract

						service as such. If none is available for promotion then by initial recruitment.			
University of Okara	195. Video Conference Operator (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in relevant field from a recognized institute.			By initial recruitment.	18	30	Regular or Contract
University of Okara	196. Network Support Assistant (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in relevant field from a recognized institute.			By initial recruitment.	18	30	Regular or Contract
University of Okara	197. Telephone Technician (BS-11)	Vice Chancellor				By promotion on the basis of seniority-cum- fitness from amongst Telephone Linemen (BS-04) with five years' service as such.			
University of Okara	198. CCTV Technician (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in relevant field from a recognized institute.			By initial recruitment.	18	30	Regular or Contract
University of Okara	199. Senior Telephone Operator (BS-11)	Vice Chancellor				By promotion on the basis of seniority-cum- fitness from amongst Telephone Operators (BS-07) with five years' service as such.			
University of Okara	200. Non Linear Editor (BS-11)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) three years' experience of video editing in broadcast			By initial recruitment.	18	30	Regular or Contract

University of Okara	201. Dental Technician (BS-11)	Vice Chancellor	media.	(i) Higher Secondary School Certificate (second division) with Science or equivalent qualification from a recognized Board; (ii) Diploma in Dental Technician from a recognized Board; and (iii) three years' experience in the relevant field.	By initial recruitment.	18	30	Regular or Contract
University of Okara	202. Camera Technician (BS-11)	Vice Chancellor		(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) three years' experience in the relevant field.	By initial recruitment.	18	30	Regular or Contract
University of Okara	203. Library Clerk (BS-11)	Vice Chancellor		(i) (a) Bachelor's degree (second division) with Library Science or equivalent qualification from an institute or university recognized by the Higher Education Commission; or (b) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board with three years' experience in the relevant field; and (ii) speed thirty five words per minute of typing in English on computer.	(i) 50% by initial recruitment; and (ii) 50% by promotion on the basis of seniority-cum-fitness amongst Library Attendants (BS-05) with five years' service. If none is available for promotion then by initial recruitment.	20	30	Regular or Contract
				(i) (a) Bachelor's degree (second division) with Library Science or equivalent qualification from an institute or university recognized by the Higher Education Commission; or (b) Higher Secondary School Certificate (second division) from a recognized Board; and; (ii) speed thirty five words per minute of typing in English on				

University of Okara	204. Cameraman (BS-09)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) five years' experience of photography and video recording in broadcast media.	computer.	By initial recruitment.	18	30	Regular or Contract
University of Okara	205. Qaria (Female) (BS-09)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; (ii) Hifz-e-Quran with Tajweed from a recognized Madrasah; and (iii) proficient in Qirat.		By initial recruitment.	18	30	Regular or Contract
University of Okara	206. Wire Man (BS-09)	Vice Chancellor	(i) Secondary Certificate (second division) from a recognized Board; (ii) Diploma or Certificate (six months) in electrical work; and (iii) five years' experience in the relevant field.		By initial recruitment.	18	30	Regular or Contract
University of Okara	207. AC/Refrigerator Mechanic (BS-09)	Vice Chancellor	(i) Secondary Certificate (second division) from a recognized Board; (ii) Diploma or Certificate (six months) in electrical work; and (iii) five years' experience in the relevant field.		By initial recruitment.	18	30	Regular or Contract
University of Okara	208. Dispenser (BS-09)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in relevant field		By initial recruitment.	18	30	Regular or Contract

University of Okara	209. Dresser (Female) (BS-09)	Vice Chancellor	from a recognized institute. (i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; (ii) nursing course certificate from a recognized institute; and (iii) three years' experience in relevant field.	By initial recruitment.	18	30	Regular or Contract
University of Okara	210. Helper Rota (BS-07)	Vice Chancellor	(i) Secondary Certificate (second division) from a recognized Board; and (ii) three years' experience of working on particular printing machine.	By initial recruitment.	18	30	Regular or Contract
University of Okara	211. Lightman (BS-07)	Vice Chancellor	(i) Secondary Certificate (second division) from a recognized Board; and (ii) three years' experience in the field of broadcast media.	By initial recruitment.	18	30	Regular or Contract
University of Okara	212. Junior Store Keeper (BS-07)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) speed twenty five words per minute of typing on computer.	By initial recruitment.	18	30	Regular or Contract
University of Okara	213. Telephone Operator (BS-07)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) three years' experience in the relevant field.	By initial recruitment.	18	30	Regular or Contract
University of Okara	214. Laboratory Assistant (BS-07)	Vice Chancellor		By promotion on the basis of seniority-cum-fitness from amongst Senior Lab Attendants (BS-05) with five years' service as such.			

University of Okara	215. Senior Cook (BS-07)	Vice Chancellor			By promotion on the basis of seniority-cum-fitness from amongst Cooks (BS-05) with three years' service as such.	18	30	Regular or Contract
University of Okara	216. Senior Book Binder (BS-07)	Vice Chancellor	(I) Secondary Certificate (second division) from a recognized Board; and (II) eight years' experience in the relevant field.	School (second division) from a recognized Board; and	By promotion on the basis of seniority-cum-fitness from amongst the Book Binders (BS-05). If none is available for promotion then by initial recruitment.	18	30	Regular or Contract
University of Okara	217. Welder (BS-07)	Vice Chancellor	(I) Literate; and (II) five years' experience in the relevant field.		By initial recruitment.	18	30	Regular or Contract
University of Okara	218. Library Attendant (BS-05)	Vice Chancellor	(I) Secondary Certificate (second division) from a recognized Board; and (II) certificate in Library Science.	School (second division) from a recognized Board; and	By initial recruitment.	18	30	Regular or Contract
University of Okara	219. Photo Copier Operator (BS-05)	Vice Chancellor	(I) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (II) five years' experience in the relevant field.	School (second division) or equivalent qualification from a recognized Board; and	By initial recruitment.	18	30	Regular or Contract
University of Okara	220. Radio Operator (BS-05)	Vice Chancellor	(I) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (II) three years' experience in radio operations.	School (second division) or equivalent qualification from a recognized Board; and	By initial recruitment.	18	30	Regular or Contract
University of Okara	221. Senior Lab Attendant (BS-05)	Vice Chancellor			By promotion on the basis of seniority-cum-fitness from amongst Computer Lab Attendants (BS-01) or Junior Lab Attendants (BS-01) or Museum Lab Attendants (BS-01) or Herbarium Lab Attendants (BS-01) or			

University of Okara	222. Coach (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) five years' coaching experience at Board level.		Lab Attendants Plant Experiment Station (BS-01) or Animal House Lab Attendants (BS-01) with three years' service as such.	18	30	Regular or Contract
University of Okara	223. Mason (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in the relevant field from a recognized institute.		By initial recruitment.	18	30	Regular or Contract
University of Okara	224. Junior Machine Man (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in the relevant field from a recognized institute.		By initial recruitment.	18	30	Regular or Contract
University of Okara	225. Calligrapher (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) two years' experience in the relevant field.		By initial recruitment.	18	30	Regular or Contract
University of Okara	226. Auto Electrician (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in the relevant field from a recognized institute.		By initial recruitment.	18	30	Regular or Contract

University of Okara	227. Auto Mechanic (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in the relevant field from a recognized Institute.	-	By Initial recruitment.	18	30	Regular or Contract
University of Okara	228. Painter (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in the relevant field from a recognized Institute.	-	By Initial recruitment.	18	30	Regular or Contract
University of Okara	229. Lineman (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) two years' experience in the relevant field.	-	By Initial recruitment.	18	30	Regular or Contract
University of Okara	230. Tube Well Operator (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) two years' experience in the relevant field.	-	By Initial recruitment.	18	30	Regular or Contract
University of Okara	231. Generator Operator (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) two years' experience in the relevant field.	-	By Initial recruitment.	18	30	Regular or Contract
University of Okara	232. Paper Feeder (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) three years' experience in the relevant field.	-	By Initial recruitment.	18	30	Regular or Contract

University of Okara	233. Machine Operator (BS-05)	Vice Chancellor	(i) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) two years' experience of operating and trouble- shooting of photostat machine or turbines or sewage pumps or any other technical expertise.		By initial recruitment	18	30	Regular or Contract
University of Okara	234. Security Guard (BS-05)	Vice Chancellor	(i) Ex-service man: (a) not below the rank of Lance Naik or equivalent rank from forces; (b) not retired on medical or disciplinary grounds; (c) experience in security matters; and (d) two years are not passed after retirement; or (ii) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (iii) height = 5' 6".		By initial recruitment.	30	35	Regular or Contract
University of Okara	235. Security Guard (Female) (BS-05)	Vice Chancellor	(i) Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) height = 5' 2".		By initial recruitment.	18	30	Regular or Contract
University of Okara	236. Cook (BS-05)	Vice Chancellor	(i) Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) two years' experience the relevant field.		By initial recruitment.	18	30	Regular or Contract

University of Okara	237. Book Binder (BS-05)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) three years' experience in the relevant field.		By initial recruitment.	18	30	Regular or Contract
University of Okara	238. Maid (BS-05)	Vice Chancellor	Secondary School Certificate (second division) or equivalent qualification from a recognized Board.		By initial recruitment.	18	30	Regular or Contract
University of Okara	239. Carpenter (BS-04)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in the relevant field from a recognized institute.		By initial recruitment.	18	30	Regular or Contract
University of Okara	240. Plumber (BS-04)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) Diploma in the relevant field from a recognized institute.		By initial recruitment.	18	30	Regular or Contract
University of Okara	241. Bus Driver (BS-04)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; (ii) valid Heavy Transport Vehicle driving license and Public Service Vehicle driving license; and (iii) five years' experience in the relevant field; and		By initial recruitment.	30	45	Regular or Contract
University of Okara	242. Tractor Driver (BS-04)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; (ii) valid Commercial Tractor Trolley driving license; and (iii) five years' experience in the relevant field		By initial recruitment.	18	30	Regular or Contract

University of Okara	243. Driver (LTV) (BS-04)	Vice Chancellor	(i) Secondary Certificate (division) or equivalent qualification from a recognized Board; (ii) valid Light Transport Vehicle driving license and Public Service Vehicle driving License; and (iii) five years' experience in the relevant field.	School (second division) or equivalent qualification from a recognized Board.	By initial recruitment.	18	30	Regular or Contract
University of Okara	244. Telephone Lineman (BS-04)	Vice Chancellor	(i) Secondary Certificate (division) or equivalent qualification from a recognized Board; and (ii) three years' experience in the relevant field.	School (second division) or equivalent qualification from a recognized Board.	By initial recruitment.	18	30	Regular or Contract
University of Okara	245. Daftri (BS-04)	Vice Chancellor			By promotion on the basis of seniority-cum- fitness from amongst the Naib Qasids (BS- 01) with five years' service as such.			Regular or Contract
University of Okara	246. Dispatch Rider (BS-04)	Vice Chancellor	(i) Secondary Certificate (division) or equivalent qualification from a recognized Board; and (ii) valid motorcycle driving license.	School (second division) or equivalent qualification from a recognized Board; and valid motorcycle driving license.	By initial recruitment.	18	30	Regular or Contract
University of Okara	247. Head Sanitary Worker (BS-02)	Vice Chancellor			By promotion on the basis of seniority-cum- fitness from amongst the Sanitary Workers (BS-01) with fifteen years' experience as such.			
University of Okara	248. Ground man (BS-02)	Vice Chancellor	(i) Secondary Certificate (division) or equivalent qualification from a recognized Board; and (ii) five years' experience in the relevant field.	Secondary School Certificate (second division) from a recognized Board. School (second division) or equivalent qualification from a recognized Board.	(i) 50% by initial recruitment; and (ii) 50% by promotion on the basis of seniority-cum- fitness from amongst the Malis (BS-01) or Beldars (BS-01) with five years' service. If none is available for	18	30	Regular or Contract

						promotion then by initial recruitment.			
University of Okara	249. Head Mali (BS-02)	Vice Chancellor	(i) Secondary Certificate (second division) or equivalent qualification from a recognized Board; and (ii) three years' experience in the relevant field.			i) 50% by promotion on the basis of seniority-cum- fitness from amongst Mails (BS- 01) with five years' service as such; and ii) 50% by promotion on the basis of seniority-cum- fitness from amongst Beldars (BS-01) having five years' service as such. If none is available for promotion then by initial recruitment.	18	30	Regular or Contract
University of Okara	250. Sanitary Worker (BS-01)	Vice Chancellor	Literate.			By initial recruitment.	18	25	Regular or Contract
University of Okara	251. Beldar (BS-01)	Vice Chancellor	Literate.			By initial recruitment.	18	25	Regular or Contract
University of Okara	252. Mali (BS-01)	Vice Chancellor	Literate.			By initial recruitment.	18	25	Regular or Contract
University of Okara	253. Chowkidar (BS-01)	Vice Chancellor	(i) Literate; (ii) height of 5' 6"; and (iii) Chest of 32'-34'			By initial recruitment.	18	25	Regular or Contract
University of Okara	254. Bus Conductor (BS-01)	Vice Chancellor	Literate.			By initial recruitment.	18	25	Regular or Contract
University of Okara	255. Bus Cleaner (BS-01)	Vice Chancellor	Literate.			By initial recruitment.	18	25	Regular or Contract
University of Okara	256. Computer Lab Attendant (BS-01)	Vice Chancellor	Secondary School Certificate (second division) with Computer Science from a recognized Board.			By initial recruitment.	18	25	Regular or Contract
University of Okara	257. Junior Lab Attendant (BS-01)	Vice Chancellor	Secondary School Certificate (second division) with Science from a recognized Board.			By initial recruitment.	18	25	Regular or Contract

University of Okara	258. Museum Lab Attendant (BS-01)	Vice Chancellor	Secondary School Certificate (second division) with Science from a recognized Board.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	259. Herbarium Lab Attendant (BS-01)	Vice Chancellor	Secondary School Certificate (second division) with Science from a recognized Board.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	260. Lab Attendant Plant Experiment Station (BS-01)	Vice Chancellor	Secondary School Certificate (second division) with Science from a recognized Board.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	261. Animal House Lab Attendant (BS-01)	Vice Chancellor	Secondary School Certificate (second division) with Science from a recognized Board.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	262. Helper (Carpenter) (BS-01)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	263. Helper (Mason) (BS-01)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	264. Helper (Plumber) (BS-01)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	265. Helper (Electrician) (BS-01)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	266. Helper (Auto Electrician) (BS-01)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	267. Helper (Auto Mechanic) (BS-01)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	268. Helper (Painter) (BS-01)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	269. Helper (Lineman) (BS-01)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract
University of Okara	270. Helper (Cook)	Vice Chancellor	Literate.	-	By initial recruitment.	18	25	Regular or Contract

University of Okara	(BS-01) 271. Child Attendant (BS-01) (Female)	Vice Chancellor	Literate.		By initial recruitment.	18	25	Regular or Contract
University of Okara	272. Naib Qasid (BS-01)	Vice Chancellor	Secondary School Certificate (second division) or equivalent qualification from a recognized Board.		By initial recruitment.	18	25	Regular or Contract
University of Okara	273. Orderly (BS-01)	Vice Chancellor	Secondary School Certificate (second division) or equivalent qualification from a recognized Board.		By initial recruitment.	18	25	Regular or Contract
University of Okara	274. Sweeper (BS-01)	Vice Chancellor	Literate.		By initial recruitment.	18	25	Regular or Contract
University of Okara	275. Sewerman (BS-01)	Vice Chancellor	Literate.		By initial recruitment.	18	25	Regular or Contract
University of Okara	276. Khadim Masjid (BS-01)	Vice Chancellor	Literate.		By initial recruitment.	18	25	Regular or Contract
University of Okara	277. Paperman (BS-01)	Vice Chancellor	(i) Literate; and (ii) one year's experience in the relevant field.		By initial recruitment.	18	25	Regular or Contract
University of Okara	278. Ink man (BS-01)	Vice Chancellor	(i) Literate; and (ii) one year's experience in the relevant field.		By initial recruitment.	18	25	Regular or Contract
University of Okara	279. Plate maker (BS-01)	Vice Chancellor	(i) Secondary School Certificate (second division) or equivalent qualification from a recognized Board; and (ii) two years' experience of plate making both deep and surface.		By initial recruitment.	18	25	Regular or Contract
University of Okara	280. Mess Helper (BS-01)	Vice Chancellor	Literate.		By initial recruitment.	18	25	Regular or Contract
University of Okara	281. Guest House Attendant (BS-01)	Vice Chancellor	Secondary School Certificate (second division) or equivalent qualification from a recognized Board.		By initial recruitment.	18	25	Regular or Contract