



**GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT**

1st April, 2026

NOTIFICATION

NO. SO(Univ.)5-1/2018.Vol-VII. Government of the Punjab, in exercise of powers vested in terms of Rule 25(1)(b) of the Punjab Government Rules of Business, 2011, has pleased to determine the following qualifications, experience and other relevant requirements (criteria) for the position of Vice Chancellor of University of Sahiwal, under Section 12(2) of The University of Sahiwal Act, 2015:

The applicants should:

1. Not be more than sixty-five (65) years of age on the last date fixed for the submission of applications;
2. Have earned a PhD degree from an HEC recognized or UNESCO listed institution;
3. Have experience in a senior academic, research or management leadership position;
4. Possess distinguished research and publications record.

Short-Listing Criteria:

| 1 | Academic Qualification = (35 Points) | |
|-------|--|-------------------|
| | | Max Points |
| • PhD | <ul style="list-style-type: none">• PhD from the Top 100 QS Ranked Universities of the World = 35 Points• PhD from the Top 101 – 300 QS Ranked Universities of the World = 33 Points• PhD from the Top 301 – 500 QS Ranked Universities of the World = 31 Points• PhD from an HEC recognized or UNESCO listed institution | 35 |

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| | = 29 Points | |
| | Note: The most current, publicly available QS Ranking will be referred to while allocating points | |
| 2 | Professional & Leadership Experience = (30 Points) | |
| | | Max Points |
| <p>Experience can be in anyone or in a combination of the following two categories:</p> <p>a) Experience in a senior academic, research or management leadership position in teaching/research institutions</p> <p>b) Experience in senior leadership position in a large public or private sector organization such as DG, Director, CTO, CFO, COO, CEO or equivalent.</p> | <ul style="list-style-type: none"> • 3 points for every year in a full-time senior leadership position (eg. VC, Pro VC, Dean or equivalent position) • 2 points for every year as Chairman /HoD/ Director of University Department/ Center, Registrar, Treasurer, Controller of Examinations, Principal of a constituent college, university Professor or equivalent position • 3 points for every year in a full-time senior leadership position such as CEO, DG or equivalent first tier position • 2 points for every year as Director or equivalent 2nd tier position | 30 |

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| 3 | Publications (35 Points) | |
| | | Max Points |
| Research Articles, Publications, Conference Proceedings, Books / Book Chapters/ Patents | <ul style="list-style-type: none"> • 2 points per research article / publication / conference proceeding in peer reviewed journals / conference proceedings listed in ISI Web of Science, Scopus, or HEC recognized foreign and local journals • 2 points per Book Chapter and 4 points per Book published by international academic publishers of repute, listed on the SENSE ranking of academic publishers and books recognized by HEC • 2 points per patent listed by World International Property Organization (WIPO) | 35 |

Note:

1. In case of overlapping experience within 2(a) and 2(b), the highest score in any category will be counted towards determining the merit of candidates
2. Only full-time teaching / administrative / management experience will be considered. Additional Charge will not be considered while calculating experience
3. Certified profile of large public or private organizations, as described in Annex-A, will be provided by the applicants
4. "Equivalent" position will be decided by the Search Committee on a case-to-case basis
5. The Search Committee will examine/ determine the validity of Research Articles; Books / Book Chapters OR may appoint a Technical Review Committee from PHEC for this purpose. Candidates will provide undertaking that points being claimed for a Research Article, Publication, Conference Proceeding are not being additionally claimed for a book /book chapter or vice versa

6. Further clarity of the criteria is available in 'Details of Criteria' placed as Annex A. If any question arises as to the interpretation of any of the provisions of the short-listing criteria, it shall be referred to the Search Committee for clarification and final decision

Interview by VC Search Committee = (100 Points)

The interview will be an opportunity for the Search Committee to evaluate the candidates in the following 03 broad categories:

i. Strategic Vision & Leadership Abilities: (35 Points)

- Vision, strategy and plans for the growth and progress of the institution applied for keeping in view its specific needs and the challenges involved in reaching goals / targets.
- Leadership abilities, preferably in education and academic administration and management in as well as record of experience and skills in initiating and managing change, strategic planning and overseeing the implementation of plans.
- Ability to create a peaceful environment conducive for scholastic achievements.

ii. Knowledge Pertaining to Higher Education: (35 Points)

- Knowledge of the major developments, trends and challenges in higher education specifically with regards to R&D, financial management, resource development and quality assurance.
- Significant international exposure and ability to create linkages & networking worldwide.
- Understanding of the scholarly purposes of a university, and of the economic, social and political issues faced by the higher education sector nationally and internationally.
- Understanding of the diverse needs of and issues pertaining to different disciplines in higher education and the ability to form and balance priorities relevant to national socio-economic needs and growth.

iii. Personal Traits: (30 Points)

- Demonstrated ability to represent the university effectively, nationally and internationally, especially with government, business and the wider community.
- Entrepreneurial, negotiating, interpersonal and communication skills.
- Strong team building and leadership attributes.
- Demonstrated ability to maintain gender sensitivity in governance and management policies and practices across the board.
- Ability to avoid conflict of interests and ensure transparency.

Qualification Points = 100 (35+30+35)

Candidates scoring 80% marks (80 points) will be short-listed for the interview. The qualification points obtained during the short-listing process will carry 50% weightage in the Total Points

Interview Points = 100

The points obtained during the Interview will carry 50% weightage in the Total Points


Total Points= 100 (50% of Qualification Points + 50% of Interview Points)

BY ORDER OF GOVERNMENT OF THE PUNJAB
SECRETARY
HIGHER EDUCATION DEPARTMENT

No. & Date Even

A copy is forwarded for information and necessary action to:-

1. Secretary to Governor, Punjab.
2. Principal Secretary to Chief Minister, Punjab.
3. The Chairperson, Punjab Higher Education Commission.
4. The Additional Secretary (Staff) to Chief Secretary, Punjab.
5. All Members of the Search Committee.
6. P.S. to Minister for Higher Education.
7. P.S. to Secretary, Higher Education Department.
8. P.S. to Additional Secretary (Universities), Higher Education Department.
9. The Superintendent Government Printing Press, Lahore with the request to publish the Notification in the Official Gazette.
10. Notification File.

 01/04/26

(MUHAMMAD AAQIB NASEER)

SECTION OFFICER

(PVT-UNIV-II)