



Z. H. SIKDER UNIVERSITY OF  
SCIENCE AND TECHNOLOGY

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## RECRUITMENT AND PROMOTION REGULATIONS 2024

*Approved by the Board of Trustees in exercise of the powers conferred by  
sections 16(3) and 43 of the Private Universities Act 2010*

*Made by the Syndicate in exercise of the powers conferred by sections  
18(3) and 43 of the Private Universities Act 2010*



## Regulations No 1

# Recruitment and Promotion Regulations 2024

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## Regulations No 1

# Recruitment and Promotion Regulations 2024

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*The Board of Trustees submits these Regulations to the University Grants Commission of Bangladesh for approval in exercise of the powers conferred by sections 16(3) and 43 of the Private Universities Act 2010.*

*The Board of Trustees on 23 October 2024 approved these Regulations in exercise of the powers conferred by sections 16(3) and 43 of that Act.*

*The Syndicate on 22 October 2024 made these Regulations in exercise of the powers conferred by sections 18(3) and 43 of that Act.*

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## **1 Citation, Commencement and application**

- (1) These Regulations may be cited as the Recruitment and Promotion Regulations 2024 and come into force on the day on which these Regulations are made.
- (2) These Regulations shall apply to all employees except the Vice-Chancellor, the Pro-Vice-Chancellor, and the Treasurer.

## **2 Interpretations**

In these Regulations –

“the Act” means the Private Universities Act 2010;

“Board” means the Board of Trustees of the University;

“Department” means an academic department of the University;

“Director, Institutional Quality Assurance Cell” means the Director, Institutional Quality Assurance Cell of the University;

“Employee” means an employee of the University;

“Feeder post” means a lower post from which an employee may be promoted to higher post in the hierarchy;

“Office” means an administrative unit of the University;

“Pro-Vice-Chancellor” means the Pro-Vice-Chancellor of the University;

“Registrar” means the Registrar of the University;

“Regulations” means any Regulations appropriately passed by the Syndicate or the Council;

“Schedule” means a schedule of these Regulations;

“Statute” means the Statute of the University;

“Syndicate” means the Syndicate of the University;

“Treasurer” means the Treasurer of the University;

“Vice-Chancellor” means the Vice-Chancellor of the University;

“the University” means Z. H. Sikder University of Science and Technology.

### **3 Types of recruitment**

There shall be two types of recruitment –

- (a) Direct recruitment;
- (b) Promotion.

### **4 Advertisement for recruitment**

- (1) Advertisements for direct recruitment shall be published on appropriate platforms.
- (2) Applications for promotion may be received without call for application.

### **5 Recruitment committee for special case**

Positions for which no recruitment committee is provided by the Act shall be recruited by the following Recruitment Committee –

- (a) the Vice-Chancellor;
- (b) the Pro-Vice-Chancellor;
- (c) the Treasurer;
- (d) the Director, Institutional Quality Assurance Cell;

- (e) Head of the concerned academic or administrative unit;
- (f) the Registrar.

## **6 Recruitment procedures**

- (1) In all cases principles of fair hiring shall be practiced.
- (2) The recruitment committees shall conduct a fair selection process.
- (3) The Registrar may issue guidelines on the University's recruitment procedures.

## **7 Types of employees**

Subject to the provisions of any other law for the time being in force, there may be as many types of employees as the Syndicate may think fit, including –

- (a) Full-time employees;
- (b) Part-time employees;
- (c) Fixed-term contract employees;
- (d) Apprentices;
- (e) Trainees;
- (f) Interns;
- (g) Casual employees;
- (h) Employees on commission;
- (i) Seasonal employees;
- (j) Probationer;
- (k) Contingent employees.

## **8 Probation**

- (1) All employees appointed full-time shall be on probation for one year. Such probation may be extended for up to one additional year. After successful completion of probationary period, the employee may be recommended for confirmation. After such successful confirmation, the probationary period shall count towards the employee's continuous service with the University.
- (2) If at any time during probation, the Syndicate or any such body empowered by the Syndicate for this purpose determines that a probationer's performance is unsatisfactory or she or he will most likely not be able to acquire requisite skills needed for the job, then, subject to one-month notice period or pay in lieu of notice, she or he may be –
  - (a) terminated in cases of direct recruitment;
  - (b) returned to feeder post or earlier post in cases of promotion.

- (3) A probationer shall be notified of her or his non-confirmation or extension of probationary period not less than three months before the expiry of probationary period.
- (4) If an employee is not served non-confirmation letter, it shall be deemed that she or he is confirmed for the position.
- (5) Non-confirmation shall result in termination in cases of direct recruitment and reversal to earlier post in cases of promotion.
- (6) The Syndicate shall by regulation make provision on probation.

#### **9 Basic computer skills**

Basic computer skills are required for all posts for which educational qualification is not less than a bachelor degree.

#### **10 Incidental conditions**

The Syndicate may by regulation require that—

- (a) an employee or a class of employees or all employees may be subject to a medical fitness test before appointment;
- (b) certain minimum age shall apply to recruitment in a post;
- (c) an employee or a class of employee may have to complete pre-employment training before appointment.

#### **11 Bar to appointment in higher-grade positions**

Appointment in higher-grade positions may be made by direct recruitment only when no suitable candidate is found in feeder posts.

#### **12 Application to higher-grade positions from lower-grade positions**

Employees working in lower-grade positions may apply for higher-grade positions subject to vacancy in latter positions.

#### **13 Applicability of schedules to other temporary positions**

No temporary or casual appointment can be made violating these Regulations and the requirements made in the Schedules.

#### **14 Relaxation of conditions**

Subject to these Regulations, the Board, on recommendation of the Syndicate, may relax one requirement as specified in the Schedules for an exceptional candidate who otherwise fulfils all other such requirements. In no other cases or by no other body can the requirements be relaxed.

**15 Promotion limited to permanent employees**

No employee shall be eligible for promotion if she or he is not a permanent employee.

**16 Additional qualifications to be considered in promotion**

An employee's efficiency, skills, and discipline shall be considered in cases of promotion. Degrees or diplomas other than those specified in the schedules as the requirements for a position shall be considered as additional qualifications of an employee who holds them.

**17 Additional qualifications may be sought in recruitment**

The requirements, ie educational qualifications and experiences as specified in the Schedules are minimum requirements for the posts for which they are such specified. The Syndicate or the department or office for which recruitment will be made may require additional qualifications from time to time as they may think fit.

**18 Promotion in certain cases**

- (1) Promotions may be given in following cases to exceptional employees provided they fulfil the educational requirements as specified in the Schedules and have at least 6 years of experience in current posts –
  - (a) from Administrative Officer to Section Officer;
  - (b) from Personal Officer to Section Officer;
  - (c) from Accounts Officer to Section Officer (Finance and Accounts);
  - (d) from Sub-Assistant Engineer to Assistant Engineer;
  - (e) from Lab Technician to Junior Technical Officer.
- (2) Such promoted employees shall be liable to perform the responsibilities of their original posts along with any other responsibilities their new posts may require.

**19 Bars to promotion**

- (1) An employee shall not be eligible for promotion if her or his performance is not found to be satisfactory for three consecutive years immediately before application of promotion.
- (2) An employee shall not be eligible for promotion if a disciplinary proceeding is pending against her or him.
- (3) An employee shall not be eligible for promotion if she or he was subject to disciplinary punishment within three consecutive years immediately before application of promotion.



- (4) For the purpose of this regulation, a warning, oral or written, shall not be considered as disciplinary punishment.

## **20 Job description**

Subject to the provisions of the Act, the Statute, the Regulations or any other instrument issued by the Board, the Syndicate, or the Council, the Registrar in consultation with the Vice-Chancellor or any other appropriate person shall prepare job responsibilities for all posts of the University in the form of job descriptions and keep it open to all employees of the University.

## **21 Office realignment**

The Vice-Chancellor may attach an employee to any office as he thinks appropriate.

## **22 Appointment of advisors**

The Board may appoint such advisors to it or any other bodies on such terms as it may think fit.

## **23 Previous experience**

- (1) Experiences of previous employment shall not be considered as experience for the purpose of the Schedules unless it is more than or equals to one continuous year.
- (2) No experience as a probationer with a previous employer shall be considered as experience for the purpose of the Schedules.

## **24 Experience letters**

- (1) No experience letter or release order shall be issued to an employee leaving this University during her or his probationary period except specifying her or his status as an employee on probation.
- (2) Employees failing to give notice of one month or pay in lieu of notice before resignation shall not be issued experience letters.

## **25 Disciplinary record with previous employer**

- (1) No person shall be eligible for a post of the University who has been terminated from her or his job in another institution on grounds of moral turpitude or serious inefficiency, or who has been subject to disciplinary proceedings and has not been clearly proven innocent in such proceedings in such institutions.
- (2) It shall be the responsibility of a candidate to disclose all facts relating to the issues and outcomes of all previous disciplinary proceedings to which he was subject to in

previous employments. Failure to any such disclosure shall be considered gross misconduct and shall render his contract with the University void.

- (3) It shall be the responsibility of the Registrar to verify at any time before an employee's confirmation that she or he has not been subject to disciplinary proceeding with a previous employer in which she or he has not been clearly proven innocent.

## **26 Reemployment**

An employee who is terminated from her or his job at the University shall not be eligible for reemployment to the University.

## **27 Savings**

All recruitment or promotion made before the commencement of these Regulations shall continue to be valid despite any inconsistency with these Regulations. Any application for recruitment or promotion which remain outstanding on the day these Regulations come into effect shall be deemed to have been made under these Regulations.

## Schedule I Academic Staff

Sl.	Position and pay scale	Recruitment process	Educational qualifications and experiences
1.	<b>Professor</b>  University Pay Scale, grade 1	(a) Direct recruitment  (b) Promotion	<p><b>(a) Educational Qualifications</b> PhD with bachelor (honours) degree in relevant field from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A Professor (Grade 1) at any reputed university.</p> <p><b>(c) Experience (promotion)</b> <i>Feeder post:</i> Professor (Grade 2) <i>Experience:</i> A minimum of 20 years of experience with at least 2 years in feeder post, and at least 5 high-quality research publications in high-impact, peer-reviewed journals during tenure in feeder post. The candidate must be the first author or corresponding author of at least 2 of such journal articles.</p>
2.	<b>Professor</b>  University Pay Scale, grade 2	(a) Direct recruitment  (b) Promotion	<p><b>(a) Educational Qualifications</b> PhD with bachelor (honours) degree in relevant field from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A Professor (Grade 2) at any reputed university.</p> <p><b>(c) Experience (promotion)</b> <i>Feeder post:</i> Professor (Grade 3)</p>

			<p><i>Experience:</i> A minimum of 4 years of experience in feeder post, and at least 5 high-quality research publications in high-impact, peer-reviewed journals during tenure in feeder post. The candidate must be the first author or corresponding author of at least 2 of such journal articles.</p>
3.	<p><b>Professor</b>  University Pay Scale, grade 3</p>	<p>(a) Direct recruitment  (b) Promotion</p>	<p><b>(a) Educational Qualifications</b> PhD with bachelor (honours) degree in relevant field from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A minimum of 14 years of experience, including 5 years as Associate Professor and at least 15 high-quality research publications in peer-reviewed journals of which 7 articles must be published during tenure as Associate Professor. The candidate must be the first author or corresponding author of at least 5 of such journal articles as are published during tenure as Associate Professor.</p> <p><b>(c) Experience (promotion)</b> <i>Feeder post:</i> Associate Professor <i>Experience:</i> A minimum of 5 years of experience in feeder post, and at least 15 high-quality research publications in peer-reviewed journals of which 7 articles must be published during tenure in feeder post. The candidate must be the first author or corresponding author of at least 5 of such journal articles as are published during tenure in feeder post.</p>

<p>4.</p>	<p><b>Associate Professor</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b></p> <p>PhD with bachelor (honours) degree in relevant field from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b></p> <p>A minimum of 12 years of experience, including 4 years as Assistant Professor and at least 7 high-quality research publications in peer-reviewed journals of which 5 articles must be published during tenure as Assistant Professor. The candidate must be the first author or corresponding author of at least 3 of such journal articles as are published during tenure as Assistant Professor.</p> <p><b>(c) Experience (promotion)</b></p> <p><i>Feeder post:</i> Assistant Professor  <i>Experience:</i> A minimum of 4 years of experience in feeder post, and total experience of 12 years, and at least 7 high-quality research publications in peer-reviewed journals of which 5 articles must be published during tenure in feeder post. The candidate must be the first author or corresponding author of at least 3 of such journal articles as are published during tenure in feeder post.</p>
<p>5.</p>	<p><b>Assistant Professor</b></p> <p>University Pay Scale, grade 6</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b></p> <p>A master's degree with bachelor (honours) degree in relevant field from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b></p>

			<p>A minimum of 5 years of experience as Lecturer.</p> <p><b>(c) Experience (promotion)</b>                  Feeder post: Lecturer  <i>Experience:</i> A minimum of 5 years of experience in feeder post and 2 high-quality research publications in high-impact, peer-reviewed journals. The candidate must be the first author or corresponding author of at least one of such journal articles.</p>
6.	<p><b>Lecturer</b></p> <p>University Pay Scale, grades 9</p>	(a) Direct recruitment	<p><b>(a) Educational Qualifications</b></p> <p>A master's degree with bachelor (honours) degree or a bachelor (honours) degree as appropriate from a reputed university, and no third class in any public examinations.</p>

## Schedule II Administrative and Support Staff

### A. Office of the Registrar

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<b>Registrar</b>  University Pay Scale, grade 3	(a) Direct recruitment, maximum age 54 years  (b) Promotion, maximum age 54 years  (c) Age limit may be relaxed for departmental candidates.	<p><b>(a) Educational Qualifications</b>                      An MBA or PhD with four-year bachelor (honours) degree from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 24 years of experience in first-class positions within university administrations, including 6 years as Additional Registrar.</p> <p style="text-align: center;">Or:</p> <p>A minimum of 24 years of experience in first-class positions within administration, including 12 years as Additional Registrar and Deputy Registrar.</p> <p style="text-align: center;">Or:</p> <p>A Professor of this University having 24 years of experience.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Additional Registrar  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

2.	<p><b>Additional Registrar</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA or PhD with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 18 years of experience at first-class positions within administration, including 6 years as Deputy Registrar.</p> <p>Or:</p> <p>An Associate Professor of this University having 18 years of experience.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Registrar  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Deputy Registrar</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 12 years of experience at first-class positions within administration, including 6 years as Assistant Registrar.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Registrar  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Assistant Registrar</b></p>	<p>(a) Direct recruitment,</p>	<p><b>(a) Educational Qualifications</b></p>



	University Pay Scale, grade 7	<p>maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p>A master's degree with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 6 years of experience at first-class positions within administration, preferably in university administration.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Section Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
5.	<b>Section Officer</b>  University Pay Scale, grade 9	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Age limit may be relaxed for exceptional candidates.</p>	<p><b>(a) Educational Qualifications</b>                  A master's degree with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p>

## B. Office of the Controller of Examinations

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Controller of Examinations</b></p> <p>University Pay Scale, grade 3</p>	<p>(a) Direct recruitment, maximum age 54 years</p> <p>(b) Promotion, maximum age 54 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b></p> <p>A master's degree with four-year bachelor (honours) degree from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b></p> <p>A minimum of 24 years of experience in first-class positions within university administrations, including 6 years as Additional Controller of Examinations.</p> <p>Or:</p> <p>A minimum of 24 years of experience in first-class positions within administration, including 12 years as Additional Controller of Examinations and Deputy Controller of Examinations.</p> <p>Or:</p> <p>A Professor of this University having 24 years of experience.</p> <p><b>(c) Experience (promotion)</b></p> <p><i>Feeder post:</i> Additional Controller of Examinations</p> <p><i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

2.	<p><b>Additional Controller of Examinations</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  A master's degree with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 18 years of experience at first-class positions within administration, including 6 years as Deputy Controller of Examinations.</p> <p>Or:</p> <p>An Associate Professor of this University having 18 years of experience.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Controller of Examinations  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Deputy Controller of Examinations</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  A master's degree with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 12 years of experience at first-class positions within administration, including 6 years as Assistant Controller of Examinations.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Controller of Examinations</p>

			<i>Experience: A minimum of 6 years of experience in feeder post.</i>
4.	<b>Assistant Controller of Examinations</b>  University Pay Scale, grade 7	(a) Direct recruitment, maximum age 36 years  (b) Promotion, maximum age 36 years  (c) Age limit may be relaxed for departmental candidates.	<b>(a) Educational Qualifications</b> A Master's degree with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.  <b>(b) Experience (direct recruitment)</b> A minimum of 6 years of experience at first-class positions within administration, preferably in office of the controller of examinations.  <b>(c) Experience (promotion)</b> <i>Feeder post: Section Officer</i> <i>Experience: A minimum of 6 years of experience in feeder post.</i>
5.	<b>Section Officer</b>  University Pay Scale, grade 9	(a) Direct recruitment, maximum age 30 years  (b) Age limit may be relaxed for exceptional candidates.	<b>(a) Educational Qualifications</b> A Master's degree with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.

## C. Director (Finance and Accounts)

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Director (Finance and Accounts)</b></p> <p>University Pay Scale, grade 3</p>	<p>(a) Direct recruitment, maximum age 54 years</p> <p>(b) Promotion, maximum age 54 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                      An MBA or PhD with four-year bachelor (honours) degree in relevant field from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Professional Qualifications</b>                      CA or CMA qualified</p> <p><b>(c) Experience (direct recruitment)</b>                      A minimum of 24 years of experience in first-class positions within administration, including 12 years as Additional Director (Finance and Accounts/Budget/Audit) and Deputy Director (Finance and Accounts/Budget/Audit).</p> <p>Or:</p> <p>A Professor in relevant field of this University having 24 years of experience.</p> <p><b>(d) Experience (promotion)</b>  <i>Feeder post:</i> Additional Director (Finance and Accounts/Budget/Audit)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

<p>2.</p>	<p><b>Additional Director (Finance and Accounts/Budget/Audit)</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA or PhD with four-year bachelor (honours) degree in relevant field from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Professional Qualifications</b>                  CA or CMA qualified</p> <p><b>(c) Experience (direct recruitment)</b>                  A minimum of 18 years of experience at first-class positions within administration, including 6 years as Deputy Director (Finance and Accounts/Budget/Audit).</p> <p>Or:</p> <p>An Associate Professor in relevant field of this University having 18 years of experience.</p> <p><b>(d) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Director (Finance and Accounts/Budget/Audit)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
<p>3.</p>	<p><b>Deputy Director (Finance and Accounts/Budget/Audit)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA with four-year bachelor (honours) degree in relevant field from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Professional Qualifications</b>                  CA or CMA qualified</p> <p><b>(c) Experience (direct recruitment)</b>                  A minimum of 12 years of experience at first-class positions within</p>

			<p>administration, preferably in university administration, including 6 years as Assistant Director (Finance and Accounts/Budget/ Audit).</p> <p><b>(d) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Director (Finance and Accounts/Budget/ Audit)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Assistant Director (Finance and Accounts/Budget/Audit)</b></p> <p>University Pay Scale, grade 7</p>	<p>(a) Direct recruitment, maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA with four-year bachelor (honours) degree in relevant field from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Professional Qualifications</b>                  CA or CMA partly qualified</p> <p><b>(c) Experience (direct recruitment)</b>                  A minimum of 6 years of experience at first-class positions (finance and account management) within administration.</p> <p><b>(d) Experience (promotion)</b>  <i>Feeder post:</i> Section Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
5.	<p><b>Section Officer (Finance and Accounts/Budget/Audit)</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Age limit may be relaxed for exceptional candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA with four-year bachelor (honours) degree in relevant field from a reputed university, and no third class in any public examinations.</p>

## D. Central Library

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<b>Librarian</b>  University Pay Scale, grade 3	(a) Direct recruitment, maximum age 54 years  (b) Promotion, maximum age 54 years  (c) Age limit may be relaxed for departmental candidates.	<p><b>(a) Educational Qualifications</b>                      A master's degree with four-year bachelor (honours) degree in library science or relevant discipline from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 24 years of experience in first-class positions within university administrations, including 6 years as Additional Librarian.</p> <p style="text-align: center;">Or:</p> <p>A minimum of 24 years of experience in first-class positions within administration, including 12 years as Additional Librarian and Deputy Librarian.</p> <p style="text-align: center;">Or:</p> <p>A Professor in relevant field having 24 years of experience.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Additional Librarian  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>



<p>2.</p>	<p><b>Additional Librarian</b>  University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years  (b) Promotion, maximum age 48 years  (c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b> A master's degree with four-year bachelor (honours) degree in library science or relevant discipline from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A minimum of 18 years of experience at first-class positions within administration, including 6 years as Deputy Librarian.  Or:  An Associate Professor in relevant field having 18 years of experience.</p> <p><b>(c) Experience (promotion)</b> <i>Feeder post:</i> Deputy Librarian <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
<p>3.</p>	<p><b>Deputy Librarian</b>  University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years  (b) Promotion, maximum age 42 years  (c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b> A master's degree with four-year bachelor (honours) degree in library science or relevant discipline from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A minimum of 12 years of experience at first-class positions within administration, including 6 years as Assistant Librarian.</p> <p><b>(c) Experience (promotion)</b> <i>Feeder post:</i> Assistant Librarian <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

4.	<p><b>Assistant Librarian</b></p> <p>University Pay Scale, grade 7</p>	<p>(a) Direct recruitment, maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b></p> <p>A master's degree with four-year bachelor (honours) degree in library science or relevant discipline from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b></p> <p>A minimum of 6 years of experience at first-class positions within administration, preferably in university libraries.</p> <p><b>(c) Experience (promotion)</b></p> <p><i>Feeder post:</i> Section Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
5.	<p><b>Section Officer (Library)</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Age limit may be relaxed for exceptional candidates.</p>	<p><b>(a) Educational Qualifications</b></p> <p>A master's degree with four-year bachelor (honours) degree in library science or relevant discipline from a reputed university, and no third class in any public examinations.</p>

## D. Director (Planning and Development)

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Director (Planning and Development)</b></p> <p>University Pay Scale, grade 3</p>	<p>(a) Direct recruitment, maximum age 54 years</p> <p>(b) Promotion, maximum age 54 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b></p> <p>An MBA in management studies or strategic management with four-year bachelor (honours) degree from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b></p> <p>A minimum of 24 years of experience in first-class positions within university administrations, including 6 years as Additional Director (Planning and Development).</p> <p>Or:</p> <p>A minimum of 24 years of experience in first-class positions within administration, including 12 years as Additional Director (Planning and Development) and Deputy Director (Planning and Development).</p> <p>Or:</p> <p>A Professor of this University having 24 years of experience.</p> <p><b>(c) Experience (promotion)</b></p> <p><i>Feeder post:</i> Additional Director (Planning and Development)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

<p>2.</p>	<p><b>Additional Director (Planning and Development)</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA in management studies or strategic management with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 18 years of experience at first-class positions within administration, including 6 years as Deputy Director (Planning and Development).</p> <p>Or:</p> <p>An Associate Professor of this University having 18 years of experience.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Director (Planning and Development)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
<p>3.</p>	<p><b>Deputy Director (Planning and Development)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA in management studies or strategic management with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 12 years of experience at first-class positions within administration, including 6 years as Assistant Director (Planning and Development).</p>

			<p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Director (Planning and Development)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Assistant Director (Planning and Development)</b>                   University Pay Scale, grade 7</p>	<p>(a) Direct recruitment, maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA in management studies or strategic management with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 6 years of experience at first-class positions within administration.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Section Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
5.	<p><b>Section Officer (Planning and Development)</b>                   University Pay Scale, grade 9</p>	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Age limit may be relaxed for exceptional candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA in management studies or strategic management with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p>

## E. Chief Engineer's Office

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Additional Chief Engineer</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                      BSc in Engineering degree in civil, electrical or power from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 18 years of experience in university or related institutions, including 6 years as Deputy Chief Engineer.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Chief Engineer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Chief Engineer</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                      BSc in Engineering degree in civil, electrical or power from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 12 years of experience in university or related institutions, including 6 years as Executive Engineer.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Executive Engineer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Executive Engineer</b></p>	<p>(a) Direct recruitment,</p>	<p><b>(a) Educational Qualifications</b></p>

	University Pay Scale, grade 7	<p>maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p>BSc in Engineering degree in civil, electrical or power from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A minimum of 6 years of experience in university or related institutions.</p> <p><b>(c) Experience (promotion)</b> <i>Feeder post:</i> Assistant Engineer <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<b>Assistant Engineer</b>  University Pay Scale, grade 9	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Promotion, maximum age 33 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b> BSc in Engineering degree in civil, electrical or power from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (promotion)</b> <i>Feeder post:</i> Sub-Assistant Engineer <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
5.	<b>Sub-Assistant Engineer</b>  University Pay Scale, grade 10	<p>(a) Direct recruitment, maximum age 30 years</p>	<p><b>(a) Educational Qualifications</b> BSc in Engineering degree in civil, electrical or power from a reputed university, and no third class in any public examinations.</p>

## Office of the Registrar F. Estate Division

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Additional Director (Estate)</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b></p> <p>(i) An LLM with LLB (Honours) degree, and no third class in any public examinations.</p> <p>(ii) Two-years trader certificate in surveying.</p> <p><b>(b) Experience (direct recruitment)</b></p> <p>A minimum of 18 years of experience at first-class positions within administration, including 6 years as Deputy Director (Estate).</p> <p><b>(c) Experience (promotion)</b></p> <p><i>Feeder post:</i> Deputy Director (Estate)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Director (Estate)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b></p> <p>(i) An LLM with LLB (Honours) degree, and no third class in any public examinations.</p> <p>(ii) Two-years trader certificate in surveying.</p> <p><b>(b) Experience (direct recruitment)</b></p> <p>A minimum of 12 years of experience at first-class positions within administration, including 6 years as Assistant Director (Estate).</p> <p><b>(c) Experience (promotion)</b></p> <p><i>Feeder post:</i> Assistant Director (Estate)</p>



			<i>Experience: A minimum of 6 years of experience in feeder post.</i>
3.	<b>Assistant Director (Estate)</b>  University Pay Scale, grade 7	(a) Direct recruitment, maximum age 36 years  (b) Promotion, maximum age 36 years  (c) Age limit may be relaxed for departmental candidates.	<b>(a) Educational Qualifications</b> (i) An LLM with LLB (Honours) degree, and no third class in any public examinations. (ii) Two-years trader certificate in surveying.  <b>(b) Experience (direct recruitment)</b> A minimum of 6 years of experience at first-class positions within administration.  <b>(c) Experience (promotion)</b> <i>Feeder post: Section Officer</i> <i>Experience: A minimum of 6 years of experience in feeder post.</i>
4.	<b>Section Officer (Estate)</b>  University Pay Scale, grade 9	(a) Direct recruitment, maximum age 30 years  (b) Age limit may be relaxed for exceptional candidates.	<b>(a) Educational Qualifications</b> (i) An LLM with LLB (Honours) degree, and no third class in any public examinations. (ii) Two-years trader certificate in surveying.

## Office of the Registrar

### G.Human Resource Management Division

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Additional Director (Human Resource Management)</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                      An MBA (HRM) with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 18 years of experience at first-class positions within university administrations, including 6 years as Assistant Director (Human Resource Management).</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Director (Human Resource Management)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Director (Human Resource Management)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                      An MBA (HRM) with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 12 years of experience at first-class positions within university administrations, including 6 years as Assistant Director (Human Resource Management).</p> <p><b>(c) Experience (promotion)</b></p>

			<p><i>Feeder post:</i> Assistant Director (Human Resource Management)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Assistant Director (Human Resource Management)</b></p> <p>University Pay Scale, grade 7</p>	<p>(a) Direct recruitment, maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA (HRM) with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 6 years of experience at first-class positions within university administrations.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Section Officer (Human Resource Management)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Section Officer (Human Resource Management)</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Age limit may be relaxed for exceptional candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An MBA (HRM) with four-year bachelor (honours) degree from a reputed university, and no third class in any public examinations.</p>

## Office of the Registrar

### H. Public Relations Division

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Additional Director (Public Relations)</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b></p> <p>A master's degree with four-year bachelor (honours) degree in mass communication and journalism from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b></p> <p>A minimum of 18 years of experience at first-class positions within university administrations, including 6 years as Assistant Director (Public Relations).</p> <p><b>(c) Experience (promotion)</b></p> <p><i>Feeder post:</i> Deputy Director (Public Relations)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Director (Public Relations)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b></p> <p>A master's degree with four-year bachelor (honours) degree in mass communication and journalism from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b></p> <p>A minimum of 12 years of experience at first-class positions within university administrations, including 6 years as Assistant Director (Public Relations).</p> <p><b>(c) Experience (promotion)</b></p>

			<p><i>Feeder post:</i> Assistant Director (Public Relations)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Assistant Director (Public Relations)</b></p> <p>University Pay Scale, grade 7</p>	<p>(a) Direct recruitment, maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  A master's degree with four-year bachelor (honours) degree in mass communication and journalism from a reputed university, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 6 years of experience at first-class positions within university administrations.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Section Officer (Public Relations)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Section Officer (Public Relations)</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Age limit may be relaxed for exceptional candidates.</p>	<p><b>(a) Educational Qualifications</b>                  A master's degree with four-year bachelor (honours) degree in mass communication and journalism from a reputed university, and no third class in any public examinations.</p>

## Office of the Registrar

### I. Legal Affairs Division

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Additional Director (Legal Affairs)</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b> An LLM with LLB (Honours) degree, and no third class in any public examinations.</p> <p><b>(b) Professional Qualifications</b> Advocate of the Supreme Court of Bangladesh</p> <p><b>(c) Experience (direct recruitment)</b> A minimum of 18 years of experience at first-class positions within university administrations, including 6 years as Assistant Director (Legal Affairs).</p> <p><b>(d) Experience (promotion)</b> <i>Feeder post:</i> Deputy Director (Legal Affairs) <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Director (Legal Affairs)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b> An LLM with LLB (Honours) degree, and no third class in any public examinations.</p> <p><b>(b) Professional Qualifications</b> Enrolled advocate</p> <p><b>(c) Experience (direct recruitment)</b> A minimum of 12 years of experience at first-class positions within university administrations,</p>

			<p>including 6 years as Assistant Director (Legal Affairs).</p> <p><b>(d) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Director (Legal Affairs)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Assistant Director (Legal Affairs)</b></p> <p>University Pay Scale, grade 7</p>	<p>(a) Direct recruitment, maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An LLM with LLB (Honours) degree, and no third class in any public examinations.</p> <p><b>(b) Professional Qualifications</b>                  Enrolled advocate</p> <p><b>(c) Experience (direct recruitment)</b>                  A minimum of 6 years of experience at first-class positions within university administrations.</p> <p><b>(d) Experience (promotion)</b>  <i>Feeder post:</i> Section Officer (Legal Affairs)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Section Officer (Legal Affairs)</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Age limit may be relaxed for exceptional candidates.</p>	<p><b>(a) Educational Qualifications</b>                  An LLM with LLB (Honours) degree, and no third class in any public examinations.</p> <p><b>(b) Professional Qualifications</b>                  Enrolled advocate</p>

## Office of the Registrar

### J. IT Cell (Programming)

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Additional Director (IT Engineer)</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b> BSc in Computer Science and Engineering degree, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A minimum of 18 years of experience at first-class positions within university administrations, including 6 years as Programmer.</p> <p><b>(c) Experience (promotion)</b> Feeder post: Programmer <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Director (IT Engineer)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b> BSc in Computer Science and Engineering degree, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A minimum of 12 years of experience at first-class positions within university administrations, including 6 years as Programmer.</p> <p><b>(c) Experience (promotion)</b> Feeder post: Programmer <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Programmer</b></p>	<p>(a) Direct recruitment,</p>	<p><b>(a) Educational Qualifications</b></p>



	University Pay Scale, grade 7	<p>maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p>BSc in Computer Science and Engineering degree, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b> A minimum of 6 years of experience at first-class positions within university administrations.</p> <p><b>(c) Experience (promotion)</b> <i>Feeder post:</i> Assistant Programmer <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Assistant Programmer</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Promotion, maximum age 33 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b> BSc in Computer Science and Engineering degree, and no third class in any public examinations.</p> <p><b>(b) Experience (promotion)</b> <i>Feeder post:</i> Junior IT Officer (Programming) <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
5.	<p><b>Junior IT Officer (Programming)</b></p> <p>University Pay Scale, grade 10</p>	<p>(a) Direct recruitment, maximum age 30 years</p>	<p><b>(a) Educational Qualifications</b> BSc in Computer Science and Engineering degree, and no third class in any public examinations.</p>

## Office of the Registrar K.IT Cell (Maintenance)

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Additional Director (Maintenance Engineer)</b></p> <p>University Pay Scale, grade 4</p>	<p>(a) Direct recruitment, maximum age 48 years</p> <p>(b) Promotion, maximum age 48 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                      BSc in CSE or EEE degree, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 12 years of experience at first-class positions within university administrations, including 6 years as Senior Assistant Maintenance Engineer.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Maintenance Engineer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Director (Maintenance Engineer)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment, maximum age 42 years</p> <p>(b) Promotion, maximum age 42 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                      BSc in CSE or EEE degree, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 12 years of experience at first-class positions within university administrations, including 6 years as Senior Assistant Maintenance Engineer.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Senior Assistant Maintenance Engineer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

3.	<p><b>Senior Assistant Maintenance Engineer</b></p> <p>University Pay Scale, grade 7</p>	<p>(a) Direct recruitment, maximum age 36 years</p> <p>(b) Promotion, maximum age 36 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  BSc in CSE or EEE degree, and no third class in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  A minimum of 6 years of experience at first-class positions within university administrations.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Maintenance Engineer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Assistant Maintenance Engineer</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Direct recruitment, maximum age 30 years</p> <p>(b) Promotion, maximum age 33 years</p> <p>(c) Age limit may be relaxed for departmental candidates.</p>	<p><b>(a) Educational Qualifications</b>                  BSc in CSE or EEE degree, and no third class in any public examinations.</p> <p><b>(b) Experience (promotion)</b>  <i>Feeder post:</i> Junior IT Officer (Maintenance)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
5.	<p><b>Junior IT Officer (Maintenance)</b></p> <p>University Pay Scale, grade 10</p>	<p>(a) Direct recruitment, maximum age 30 years</p>	<p><b>(a) Educational Qualifications</b>                  BSc in CSE or EEE degree, and no third class in any public examinations.</p>

## L. Medical Centre

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Chief Medical Officer</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      Postgraduate degree or diploma with MBBS degree accredited by Bangladesh Medical and Dental Council.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 12 years of experience in medical practice.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Senior Medical Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Senior Medical Officer</b></p> <p>University Pay Scale, grade 7</p>	<p>(a) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      MBBS degree accredited by Bangladesh Medical and Dental Council</p> <p><b>(b) Experience</b>  <i>Feeder post:</i> Medical Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Medical Officer</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Direct recruitment</p>	<p><b>(a) Educational Qualifications</b>                      MBBS degree accredited by Bangladesh Medical and Dental Council</p>
4.	<p><b>Senior Nurse/Brother</b></p> <p>University Pay Scale, grade 9</p>	<p>(a) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      BSc in Nursing degree.</p> <p><b>(b) Experience</b>  <i>Feeder post:</i> Nurse/Brother</p>

			<i>Experience: A minimum of 6 years of experience in feeder post.</i>
5.	<b>Nurse/Brother</b>  University Pay Scale, grade 10	(a) Direct recruitment	<b>(a) Educational Qualifications</b> BSc in Nursing degree.

## M. Sports Centre

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Additional Director of Sports</b></p> <p>University Pay Scale, grade 4</p>	(a) Promotion	<p><b>(a) Educational Qualifications</b>                      A master's degree in physical education, sports or related field.</p> <p><b>(b) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Director of Sports  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Director of Sports</b></p> <p>University Pay Scale, grade 5</p>	(a) Promotion	<p><b>(a) Educational Qualifications</b>                      A master's degree in physical education, sports or related field.</p> <p><b>(b) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Director of Sports  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Assistant Director of Sports</b></p> <p>University Pay Scale, grade 7</p>	(a) Promotion	<p><b>(a) Educational Qualifications</b>                      A master's degree in physical education, sports or related field.</p> <p><b>(b) Experience (promotion)</b>  <i>Feeder post:</i> Instructor (Physical Education)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
4.	<p><b>Instructor (Sport/Physical Education)</b></p> <p>University Pay Scale, grade 9</p>	(a) Direct recruitment  (b) Promotion	<p><b>(a) Educational Qualifications</b>                      Bachelor degree in physical education, sports or related field, and no third class in any public examinations.</p>

			<p><b>(b) Experience</b>  <i>Feeder post:</i> Assistant Instructor (Physical Education)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
5.	<p><b>Assistant Instructor (Sport/Physical Education)</b>                   University Pay Scale, grade 10</p>	(a) Direct recruitment	<p><b>(a) Educational Qualifications</b>                  Bachelor degree in physical education, sports or related field, and no third class in any public examinations.</p>

## N. Office of the Chief Psychologist

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Chief Psychologist (Education)</b></p> <p>University Pay Scale, grade 5</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      A PhD in education psychology with four-year bachelor (honours) degree in psychology from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 12 years of experience in education psychology practice.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Chief Psychologist (Education)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Deputy Chief Psychologist (Education)</b></p> <p>University Pay Scale, grade 7</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      A PhD in education psychology with four-year bachelor (honours) degree in psychology from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 6 years of experience in education psychology practice.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Psychologist (Education)  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>



3.	<b>Psychologist (Education)</b>  University Pay Scale, grade 9	(a) Direct recruitment, maximum age 30 years	<b>(a) Educational Qualifications</b>  A master's degree in education psychology with four-year bachelor (honours) degree in psychology from a reputed university, and no third class or equivalent in any public examinations.
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## O. Laboratory

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Chief Technical Officer</b></p> <p>University Pay Scale, grade 6</p>	(a) Promotion	<p><b>(a) Educational Qualifications</b>                      BSc in Engineering degree or equivalent in relevant discipline from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience</b>  <i>Feeder post:</i> Senior Technical Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Senior Technical Officer</b></p> <p>University Pay Scale, grade 8</p>	(a) Promotion	<p><b>(a) Educational Qualifications</b>                      BSc in Engineering degree or equivalent in relevant discipline from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience</b>  <i>Feeder post:</i> Technical Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
3.	<p><b>Technical Officer</b></p> <p>University Pay Scale, grade 9</p>	(a) Promotion	<p><b>(a) Educational Qualifications</b>                      BSc in Engineering degree or equivalent in relevant discipline from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience</b>  <i>Feeder post:</i> Junior Technical Officer  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

4.	<b>Junior Technical Officer</b>  University Pay Scale, grade 10	(a) Direct recruitment	<b>(a) Educational Qualifications</b> BSc in Engineering degree or equivalent in relevant discipline from a reputed university, and no third class or equivalent in any public examinations.
5.	<b>Lab Technician</b>  University Pay Scale, grade 15	(a) Direct recruitment  (b) Promotion	<b>(a) Educational Qualifications</b> SSC or equivalent in science.  <b>(b) Experience (promotion)</b> <i>Feeder post:</i> Lab Attendant <i>Experience:</i> A minimum of 6 years of experience in feeder post.
6.	<b>Lab Attendant</b>  University Pay Scale, grade 19	(a) Direct recruitment	<b>(a) Educational Qualifications</b> SSC or equivalent in science.

## P. Central Mosque

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Pesh Imam</b></p> <p>University Pay Scale, grade 10</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      Fazil or equivalent, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 11 years of experience, including 6 years as Assistant Pesh Imam.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Pesh Imam  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Senior Assistant Pesh Imam</b></p> <p>University Pay Scale, grade 11</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      Fazil or equivalent, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                      A minimum of 16 years of experience, including 5 years as Senior Assistant Pesh Imam.</p> <p><b>(c) Experience (promotion)</b>  <i>Feeder post:</i> Deputy Registrar  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

3.	<p><b>Assistant Pesh Imam</b></p> <p>University Pay Scale, grade 12</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                  Fazil or equivalent, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  Hafiz of the holy Quran.</p> <p><b>(c) Experience (promotion)</b>                  Feeder post: Muazzin  <i>Experience:</i> A minimum of 7 years of experience in feeder post.</p>
4.	<p><b>Muazzin</b></p> <p>University Pay Scale, grade 18</p>	<p>(a) Direct recruitment</p>	<p><b>(a) Educational Qualifications</b>                  Alim or equivalent, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (direct recruitment)</b>                  Preference shall be given to hafizes of the holy Quran.</p>
5.	<p><b>Khadim</b></p> <p>University Pay Scale, grade 20</p>	<p>(a) Direct recruitment</p>	<p><b>(a) Educational Qualifications</b>                  Dakhil or equivalent.</p>

## Office of the Registrar

### Q. Junior personnel

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Administrative Officer</b></p> <p>University Pay Scale, grade 10</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      Bachelor degree from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (promotion)</b>  <i>Feeder post:</i> Chief Assistant/Computer Operator/Office Assistant Cum Computer Operator/Equivalent  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>

## Office of the Director (Finance and Accounts)

### R. Junior Personnel

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<b>Accounts Officer</b>  University Pay Scale, grade 10	(a) Direct recruitment  (b) Promotion	<b>(a) Educational Qualifications</b> BBA from a reputed university, and no third class or equivalent in any public examinations.  <b>(b) Experience (promotion)</b> <i>Feeder post:</i> Cashier/ Accountant <i>Experience:</i> A minimum of 6 years of experience in feeder post.
2.	<b>Cashier/ Accountant</b>  University Pay Scale, grade 11	(a) Direct recruitment  (b) Promotion	<b>(a) Educational Qualifications</b> BBA from a reputed university, and no third class or equivalent in any public examinations.  <b>(b) Experience (promotion)</b> <i>Feeder post:</i> Assistant Accountant/Rent Collector/Cash Sarker <i>Experience:</i> A minimum of 6 years of experience in feeder post.
3.	<b>Assistant Accountant/Rent Collector/Cash Sarker</b>  University Pay Scale, grade 16	(a) Direct recruitment, maximum age 30 years	<b>(a) Educational Qualifications</b> BBA from a reputed university, and no third class or equivalent in any public examinations.

## Office of Registrar S. Junior Personnel

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<b>Personal Officer</b>  University Pay Scale, grade 10	(a) Direct recruitment  (b) Promotion	<b>(a) Educational Qualifications</b> Bachelor (honours) degree from a reputed university, and no third class or equivalent in any public examinations.  <b>(b) Experience (promotion)</b> <i>Feeder post:</i> Stenographer/Personal Assistant <i>Experience:</i> A minimum of 6 years of experience in feeder post.
2.	<b>Stenographer/Personal Assistant</b>  University Pay Scale, grade 11	(a) Promotion	<b>(a) Educational Qualifications</b> Bachelor degree from a reputed university, and no third class or equivalent in any public examinations.  <b>(b) Experience (promotion)</b> <i>Feeder post:</i> Stenotypist <i>Experience:</i> A minimum of 6 years of experience in feeder post.
3.	<b>Stenotypist</b>  University Pay Scale, grade 14	(a) Direct recruitment, maximum age 30 years	<b>(a) Educational Qualifications</b> Bachelor degree from a reputed university, and no third class or equivalent in any public examinations.



## Office of Registrar

### T. Junior Personnel

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Inventory Officer</b></p> <p>University Pay Scale, grade 10</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      Bachelor (honours) degree from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (promotion)</b>  <i>Feeder post:</i> Store Keeper  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Store Keeper</b></p> <p>University Pay Scale, grade 14</p>	<p>(a) Direct Recruitment</p>	<p><b>(a) Educational Qualifications</b>                      Bachelor degree from a reputed university, and no third class or equivalent in any public examinations.</p>

## Office of Registrar U. Junior Personnel

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<p><b>Computer Operator/ Office Assistant Cum Computer Operator</b></p> <p>University Pay Scale, grade 11</p>	<p>(a) Direct recruitment</p> <p>(b) Promotion</p>	<p><b>(a) Educational Qualifications</b>                      Bachelor's degree from a reputed university, and no third class or equivalent in any public examinations.</p> <p><b>(b) Experience (promotion)</b>  <i>Feeder post:</i> Assistant Computer Operator  <i>Experience:</i> A minimum of 6 years of experience in feeder post.</p>
2.	<p><b>Assistant Computer Operator</b></p> <p>University Pay Scale, grade 14</p>	<p>(a) Direct recruitment</p>	<p><b>(a) Educational Qualifications</b>                      Bachelor's degree from a reputed university, and no third class or equivalent in any public examinations.</p>

## Office of Registrar V. Junior Personnel

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<b>Chief Assistant</b>  University Pay Scale, grade 11	(a) Promotion	<b>(a) Experience</b> <i>Feeder post:</i> Senior Office Assistant <i>Experience:</i> A minimum of 5 years of experience in feeder post.
2.	<b>Senior Office Assistant</b>  University Pay Scale, grade 12	(a) Promotion	<b>(a) Experience</b> <i>Feeder post:</i> Upper Division Assistant <i>Experience:</i> A minimum of 6 years of experience in feeder post.
3.	<b>Upper Division Assistant</b>  University Pay Scale, grade 14	(a) Promotion	<b>(a) Experience</b> <i>Feeder post:</i> Office Assistant <i>Experience:</i> A minimum of 6 years of experience in feeder post.
4.	<b>Office Assistant</b>  University Pay Scale, grade 16	(a) Direct recruitment  (b) Promotion	<b>(a) Educational Qualifications</b> Bachelor's degree from a reputed university, and no third class or equivalent in any public examinations.  <b>(b) Experience (promotion)</b> <i>Feeder post:</i> Grade 17-20 staffs <i>Experience:</i> A minimum of 6 years of experience in feeder post.

## Office of the Registrar

### W. Transport

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<b>Senior Transport Supervisor</b>  University Pay Scale, grade 10	(a) Promotion	<b>(a) Experience</b> <i>Feeder post:</i> Transport Supervisor <i>Experience:</i> A minimum of 4 years of experience in feeder post.
2.	<b>Transport Supervisor</b>  University Pay Scale, grade 11	(a) Promotion	<b>(a) Experience</b> <i>Feeder post:</i> Senior Driver <i>Experience:</i> A minimum of 6 years of experience in feeder post.
3.	<b>Driver (Heavy Vehicles)</b>  University Pay Scale, grade 14	(a) Promotion	<b>(a) Experience</b> <i>Feeder post:</i> Driver <i>Experience:</i> A minimum of 15 years of experience in feeder post.
4.	<b>Driver</b>  University Pay Scale, grade 16	(a) Direct recruitment	<b>(a) Educational Qualifications</b> SSC or equivalent, and having valid license from BRTA to drive medium and heavy vehicles.
5.	<b>Transport Cleaner/Helper</b>  University Pay Scale, grade 20	(a) Direct recruitment	<b>(a) Educational Qualifications</b> SSC or equivalent.

## Office of Registrar X. Grade 17-20 Staffs

Sl.	Position and pay scale	Recruitment process and maximum age	Educational qualifications and experiences
1.	<b>Plumber/ Electrician/ Carpenter</b>  University Pay Scale, grade 16	(a) Direct recruitment	<b>(a) Educational Qualifications</b> SSC or equivalent.
2.	<b>Hostel Supervisor</b>  University Pay Scale, grade 16	(a) Direct recruitment	<b>(a) Educational Qualifications</b> SSC or equivalent.
3.	<b>Cook</b>  University Pay Scale, grade 19	(a) Direct recruitment	<b>(a) Educational Qualifications</b> SSC or equivalent.
4.	<b>Gardener</b>  University Pay Scale, grade 19	(a) Direct recruitment	<b>(a) Educational Qualifications</b> SSC or equivalent.
5.	<b>Member of Lower Subordinate Staff (MLSS)/Security Guard/Cleaner</b>  University Pay Scale, grade 20	(a) Direct recruitment	<b>(a) Educational Qualifications</b> SSC or equivalent.