



## **ELIGIBILITY CRITERIA FOR THE POST OF PRO-VICE CHANCELLOR**

### **1. Essential Qualification and Experience;**

- (a) Ph.D in any discipline and good academic record.
- (b) experience of at least 20 years teaching/research in any HEC recognized university;
- (c) excellent research publication record that, at a minimum, meets the criteria for appointment as Professor in the university with minimum twenty peer reviewed and Higher Education Commission recognized research publications;
- (d) at least five years of administrative / postdoctoral research experience in the field of Higher Education;
- (e) preferably, execution of at least one major research project;
- (f) experience of working with international bodies or international exposure through participation in workshops, seminars or conferences held outside the country;
- (g) experience of organizing events such as workshops, seminars, conference at an international level within the country in the field of higher education;
- (h) demonstrated experience in leadership;

### **2. Desirable Experience;**

- (a) experience of working on the Statutory Authorities of a university such as Board of Studies, Academic Council, Syndicate or Management Council or Executive Council of Board of Management etc.;
- (b) demonstrable experience of handling quality issues, assessment and accreditation procedures, etc.;
- (c) experience at the provincial or national or international level in handling developmental issues outside the university environment. International experience to be preferred;

### **3. Expected Skills and Competencies;**

#### **(a) *technical skills;***

- (i) openness towards technology and a deep conviction regarding its potential applications in a knowledge based settings;
- (ii) reasonably high level of comfort in the use of technology;

#### **(b) *managerial skills;***

- (i) ability to anticipate issues and problems and prepare advance strategic plans;
- (ii) ability to generate resources and allocate the same appropriately;
- (iii) capacity to work effectively under pressure and manage work and resources within tight deadlines;
- (iv) good understanding of financial management including revenue generation, planning and fiscal control;

#### **(c) *alignment with corporate objectives and Provincial as well as National level priorities;***

- (i) ability to identify the needs of the communities in key sectors;
- (ii) deep understanding of the challenges before the National and how Higher Education can respond to developmental needs;
- (iii) demonstrable understanding of curriculum development issues, especially those relating to widening participation and social inclusion. leaderships skills;

- (d) **leaderships skills:**
- (i) exceptional ability to motivate a diverse group of stakeholders;
  - (ii) keen desire to further the mission and goals of the organizations;
  - (iii) ability to think strategically and innovatively and maintain a broad perspective;
  - (v) ability to lead by personal example with openness to new ideas and a consultative approach in implementation of the same.
- (e) **interpersonal communication and collaborative skills;**
- (i) demonstrable success in developing and executing National and International collaborative arrangements;
  - (ii) ability to interact effectively and persuasively with a strong knowledge-base at senior levels and in large forums as well as on a one-to-one basis;
  - (iii) evidence of being an active member of professional bodies and association in pertinent fields;

## **TERMS AND CONDITIONS**

- i. **Age Limit:** 60 years as on closing date of the applications.
- ii. Interested individuals who meet the criteria can obtain application form from University website [www.sbkwu.edu.pk](http://www.sbkwu.edu.pk)
- iii. The attested/verified copies of the following documents must be attached with the application form: i. CV ii. Degrees iii. Detail Mark Sheets iv. Certificates v. Three passport size pictures vi. CNIC vii. Local/Domicile Certificate viii. NOC (in case of employed person)
- iv. Experience must be mentioned in employment form and same experience certificates must be attached; otherwise application will be considered incomplete and will not be considered.
- v. Applicants already in service should apply through proper channel along with NOC issued by their parent department by due date otherwise their applications will not be considered.
- vi. Incomplete applications, or candidates not fulfilling the criteria; or applications/any document received after due date will not be considered in any case.
- vii. Only shortlisted candidates will be called for the interview which will be held in SBK Women's University, Quetta. No TA/DA is admissible.
- viii. The application processing fee (non-refundable) is Rs. 4,000/-.
- ix. Fee can be deposited through deposit slip only in the National Bank of Pakistan, BMC Branch Quetta A/c No. **3014858486** or in the shape of Bank Draft in favor of Treasurer Sardar Bahadur Khan Women's University Quetta.
- x. **Applications on prescribed form must reach the HR Department SBKWU, Quetta on or before the closing date i.e. 21-03-2025 during official timing.**
- xi. Canvassing in any manner or form will disqualify the candidates.
- xii. The Competent Authority of the University reserves the right of canceling any or all of the above positions without assigning any reasons.

**Note: Errors and Omissions are liable to be rectified.**

**Registrar**  
SBK Women's University, Brewery Road Quetta.  
[www.sbkwu.edu.pk](http://www.sbkwu.edu.pk) Ph: 081-9213411