



UNIVERSITY OF KELANIYA, SRI LANKA

**POST OF LECTURER (PROBATIONARY)/LECTURER (UNCONFIRMED)/
SENIOR LECTURER GRADE II/I
IN THE DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT STUDIES**

- **Human Resource Management**

The University of Kelaniya will entertain applications from suitably qualified persons for the above posts upto **22.08.2025**.

1. **EDUCATIONAL QUALIFICATIONS**

A. Lecturer (Probationary):

- 1) A Degree with specialization in **Human Resource Management** with First or Second Class (Upper Division)

OR

- 2) A Degree with specialization in **Human Resource Management** with Second Class (Lower Division)

OR

- 3) (a) A Degree with specialization in **Human Resource Management** without honours or any other Degree with at least Second Class

and

- (b) A Doctoral Degree in the relevant field *

Or

A Master in the *relevant field obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

Or

A full time Master Degree in the *relevant field of a minimum of 18 months duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

OR

- 4) Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the University of Kelaniya

****Preference will be given for applicants with specialization in Business Analytics/ Employment Relations and Law***

NOTES:

- I. Candidates who are eligible under category (1) above will be interviewed and evaluated first.
- II. Candidates who are eligible under Category (2) and (3) above would be considered only if applicants qualified under category (1) above are either not available or found to be unsuitable by the Selection Committee after interview and evaluation.
- III. Candidates eligible under category (4) above will be invited for an interview only if there are no suitable candidates under categories (1), (2) and (3). Appointment of a candidate under category (1) requires the approval of the University Grants Commission.
- IV. All candidates are required to make a presentation before the Selection Committee in order to prove their teaching ability as Lecturer (Probationary).
- V. Applicants may be required to pass a written examination.

B. Lecturer (Unconfirmed) :

- (1) Candidates who are applying for above post should possess academic qualifications required for Lecturer (Probationary).

AND

- (2) A Doctoral Degree in the relevant field*

or

A Master in the *relevant field obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

or

A full time Master Degree in the *relevant field of a minimum of 18 months duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

AND

- (3) **Having less than (06) years** experience in one or more of the following:
 - i. Teaching at University Level,
 - ii. Professional experience,
 - iii. Research in a recognized Institution,
 - iv. Postgraduate Studies to acquire the qualifications stipulated at (2) above.

****Preference will be given for applicants with specialization in Business Analytics/ Employment Relations and Law***

C. Senior Lecturer Grade II :

- (1) Candidates who are applying for above post should possess academic qualifications required for Lecturer (Probationary)

AND

- (2) A Doctoral Degree in the relevant field*

Or

A Master in the *relevant field obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

or

A full time Master Degree in the *relevant field of a minimum of 18 months duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

AND

- (3) At least six (06) years experience in one or more of the following:

- i Teaching at University Level,
- ii Professional experience,
- iii Research in a recognized Institution,
- iv Postgraduate Studies to acquire the qualifications stipulated at (2) above.

****Preference will be given for applicants with specialization in Business Analytics/ Employment Relations and Law***

D. Senior Lecturer Grade I

- (1) Candidates who are applying for above post should possess academic qualifications required for Lecturer (Probationary)

AND

- (2) (i) A Doctoral Degree in the relevant field*

or

A Master in the *relevant field obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

Or

A full time Master Degree in the *relevant field of a minimum of 18 months duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

AND

- (3) At least twelve (12) years experience {of which not less than six (06) years should have been after obtaining qualifications stipulated in 2 above} in one or more of the following:

- i. Teaching at University Level,
- ii. Professional experience,
- iii. Research in a recognized Institution,
- iv. Postgraduate Studies to acquire the qualifications stipulated at (2) above.

**Preference will be given for applicants with specialization in Business Analytics/ Employment Relations and Law*

2. SALARY AND OTHER CONDITIONS OF APPOINTMENT:

Salary Code: U-AC 3 (for Lecturer(Probationary)/Lecturer(Unconfirmed)/Senior Lecturer Gr. II/I)

U-AC 3(IV) : Lecturer (Probationary):
Rs.94,400 – 10 x 2,400; - 118,400 p.m.

U-AC 3(III) : Lecturer (Unconfirmed):
Rs.121,340 – 5 x 2,940 – 136,040 p.m.

U-AC 3 (II) : Senior Lecturer Grade II:
Rs.138,980 – 11 x 2,940 – 171,320 p.m.

U-AC 3 (I) : Senior Lecturer Grade I:
Rs. 160,520 – 7 x 3,900 – 187,820 p.m.

In addition to the above salary, Academic Allowance, Cost of Living Allowance and other approved allowances will also be paid as per the Commission Circular No 2/2025 dated 01.04.2025.

Sabbatical Leave:

The holders of the posts of Senior Lecturer Grade II and above are eligible for one year of sabbatical leave with full pay or two years of leave without pay on completion of seven years of service. Those proceeding abroad on sabbatical leave are eligible to receive full passage for self and spouse, subject to the maximum value of Rs. 750, 000/-.

Benefits:

Appointee will become a contributor to the Universities Provident Fund, contributing 10% of the monthly salary. The University will contribute 8%, 7% and 3% of the monthly salary to the University Pension Scheme, University Provident Fund and Employees Trust Fund respectively.

IMPORTANT

Applicants form Higher Educational Institutions, Government Departments and Government Corporations should apply through the Heads of such Institutions. Applications which do not conform to this requirement will be rejected. Such applicants are strongly advised to submit an advance copy to the Acting Deputy Registrar/Academic Establishment, University of Kelaniya, Kelaniya before the 22.08.2025.



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- **Human Resource Analytics**

The University of Kelaniya will entertain applications from suitably qualified persons for the above posts up to **22.08.2025**.

1. EDUCATIONAL QUALIFICATIONS

B. Lecturer (Probationary):

- 5) A Degree with specialization in **Human Resource Management** with First or Second Class (Upper Division) Honours;

OR

- 6) A Degree with specialization in **Human Resource Management** with Second Class (Lower Division) Honours;

OR

- 7) (a) A Degree with specialization in **Human Resource Management** without honours or any other Degree with at least Second Class Honours,

and

- (b) A Doctoral Degree in the relevant field *

Or

A Master in the *relevant field obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

Or

A full time Master Degree in the *relevant field of a minimum of 18 months duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

OR

- 8) Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the University of Kelaniya

**Preference will be given for the Business Analytic/ Human Resource Information System*

NOTES:

- I. Candidates who are eligible under category A (1) above will be interviewed and evaluated first.
- II. Candidates who are eligible under Category A (2) and A (3) above could be invited for an interview only if applicants qualified under category A (1) above are either not available or found to be unsuitable by the Selection Committee after interview and evaluation. Appointment of Candidates under Categories A (2) and A (3) would require the approval of the University Grants Commission.
- III. Candidates eligible under category A (4) above will be invited for an interview only if there are no suitable candidates under category A (1), A (2) and A (3). Appointment of a candidate under category A (1) (4) requires the approval of the University Grants Commission.
- IV. All candidates are required to make a presentation before the Selection Committee in order to prove their teaching ability as Lecturer (Probationary).
- V. Applicants may be required to pass a written examination.

B. Lecturer (Unconfirmed) :

- (1) Candidate who are applying for above post should possess academic qualifications required for Lecturer (Probationary).

AND

- (2) A Doctoral Degree in the relevant field*

or

A Master in the *relevant field obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

or

A full time Master Degree in the *relevant field of a minimum of 18 months duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

AND

- (3) **Having less than (06) years** experience in one or more of the following:
 - i. Teaching at University Level,
 - ii. Professional experience,
 - iii. Research in a recognized Institution,
 - iv. Postgraduate Studies to acquire the qualifications stipulated at (2) above.

****Preference will be given for the Business Analytic/ Human Resource Information System***

C. Senior Lecturer Grade II :

- (1) Candidate who are applying for above post should possess academic qualifications required for Lecturer (Probationary)

AND

- (2) A Doctoral Degree in the relevant field*

Or

A Master in the *relevant field obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

or

A full time Master Degree in the *relevant field of a minimum of 18 months duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

AND

- (3) At least six (06) years experience in one or more of the following:
- i Teaching at University Level,
 - ii Professional experience,
 - iii Research in a recognized Institution,
 - iv Postgraduate Studies to acquire the qualifications stipulated at (2) above.

**Preference will be given for the Business Analytic/Human Resource Information System*

D. Senior Lecturer Grade I

- (1) Candidate who are applying for above post should possess academic qualifications required for Lecturer (Probationary)

AND

- (2) (i) A Doctoral Degree in the relevant field*

or

A Master in the *relevant field obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

Or

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- i. Teaching at University Level,
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