

Sri Lanka Institute of Advanced Technological Education

**SCHEME OF RECRUITMENT FOR THE POSTS IN THE EMPLOYEE CATEGORY OF
SENIOR ACADEMIC & RESEARCH**

File No: ADMIN/01/29 (II)

Ministry File No: *H.E./A.D./II/SLIATE CADRE*

MSD File No: *DMB/CAD/SOR/SLIATE*

Date : 20/03/2026

Date : *..26...04.. 2026*

Date : *..27...04.. 2026*

1. Employee Category:

Senior Academic & Research Services

2. (a) Broad definition of the nature of functions assigned to the employees of the category:

Scientific Research and Academic Affairs pertaining to the role conferred upon the institution by the statutory provision of the Act No. 29 of 1995 under which the Sri Lanka Institute of Advanced Technological Education (SLIATE) is established, specifically assigned by the appointing authority. The senior levels of officers handling the above functions are in this category.

(b) Posts falling within this service category:

Senior Lecturer

(c) Area of Responsibility

- I. Conduct academic undertakings (lectures, tutorials, seminars, practical work)
- II. Work as the Head of the Department as assigned by DG/Director
- III. Assist Director to manage Academic Performance of AR 1 category Lecturers when necessary
- IV. Academic Quality development tasks assigned by the Director
- V. Perform research and development activities
- VI. Assist Director to handle student affairs and student disciplinary matters
- VII. Assist management to ensure student wellbeing
- VIII. Academic guidance and counselling
- IX. Assessment of delivering of practical sessions
- X. Supervision of students' internship training programs
- XI. Assist to timely conduct of examinations and timely issuing results
- XII. Assist to curriculum development
- XIII. Evaluate answer scripts
- XIV. Supervision and conduct of examinations
- XV. Evaluating students' assignments
- XVI. Handle model exam paper process
- XVII. Coordinate/ facilitate students' extra curriculum activities
- XVIII. Represent in Academic/ non-academic committees as per directive of Director-ATI
- XIX. Assist Director/ATI to coordinate external resource persons for special academic works
- XX. Any other work assigned by Director General, Deputy Director Generals and Directors

(d) Nature of Appointment:

Permanent with entitlement to Employees' Provident Fund and Employees' Trust Fund.

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Director

Department of Management Services

General Treasury

Colombo 01.

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22/04/2026

3. Salary Scale and Efficiency Bar

3.1 Salary Code and the Monthly Salary Scale of the employee category

MSD Circular No. 01/2025 dated on 25.03.2025

AR 2 - 2025 Rs. (133,220 – 10 x 3,600 – 169,220)

However, till 01.01.2027 remunerations for all the recruitments and promotions should be in line with the schedule II of the MSD Circular No. 01/2025.

3.2 In every letter of appointment salary code and salary scale should be mentioned.

3.3 Cadre: 89

3.4 Efficiency Bar:

The efficiency Bar Examination is a Written Examination. All employees in this category,

3.4.1 Should pass the 1st Efficiency Bar examination within 03 years from the date of appointment to the AR 2 category.

3.4.2 Relevant syllabus is given in the paragraph 6. If an officer fails to get through the efficiency bar test during the prescribed period, he/ she shall be dealt with in terms of provisions of the Establishment Code and the Manual of Procedure of the Institute

3.4.3 Efficiency Bar Examination will be held once a year or when necessary.

[N.B.: The persons appointed to this category as internal candidates who have already passed the 2nd E.B. Examination applicable to the Academic/ Research – AR 1 category will be exempted from the E.B. 1 for the AR 2 category]

3.5 In addition to the above Efficiency Bar requirements, all employees should acquire proficiencies and competencies which will be prescribed by the Government from time to time.

4. Recruitment to Senior Academic & Research Service:

4.1 Qualifications:

External Candidates (1 or 2 below)

1. A Special Degree in a relevant field (Engineering, Information Technology, Agriculture, Management, Accountancy, Financial Management, Law, Food Technology, English, Tourism and Hospitality Management) with 1st or 2nd class (Upper Division) which is recognized by the U.G.C

WITH

A Postgraduate Degree qualification (Masters) in the relevant field

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AND

Minimum of (08) years Research and/or Academic experience in a government Corporation, Board, Statutory Institution or a reputed private institution, after obtaining the first degree.

2. A Special Degree in the subject area mentioned below relevant to the post which is recognized and approved by the U.G.C. (Information Technology, Agriculture, Management, Accountancy, Financial Management, Law, Food Technology, English, Engineering and Tourism and Hospitality Management) with 1st Class or 2nd Class (Upper Division) which is recognized and by the U.G.C

WITH

PhD (Doctor of Philosophy) in the above mentioned related field.

AND

Minimum of five (05) years Research and/or Academic experience in a government Corporation, Board, Statutory Institution or a reputed private institution, after obtaining the first degree.

Internal Candidates (1 or 2 or 3 below):

1. Having obtained the qualifications required by the external candidates mentioned above.
2. A Four Years Special/ General Degree in the above mentioned subject area relevant to the post which is recognized and approved by the U.G.C. (Information Technology, Agriculture, Management, Accountancy, Financial Management, Law, Food Technology, English, Tourism and Hospitality Management and Engineering)

WITH

A Postgraduate Degree qualification (Masters) which is recognized and approved by the U.G.C. in a relevant field

AND

Completion of minimum eight (08) years satisfactory service of a post in the Category of Academic/ Research - (AR 1), in the above mentioned subject area relevant to the post.

3. A Four Years Special/ a three years General Degree recognized and approved by the U.G.C. for the post in the above mentioned relevant subject area (Information Technology, Agriculture, Management, Accountancy, Financial Management, Law, Food Technology, English, Tourism and Hospitality Management and Engineering).

3

Samanthi N. Meethalawa
22/04/2026

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WITH

A PhD (Doctor of Philosophy) recognized and approved by the U.G.C. in a related field

AND

Completion of minimum five (05) years of satisfactory service of a post in the Category of Academic/ Research - AR 1, in the above mentioned subject area relevant to the post.

4.2 Age:

Should be not less than 30 years and not more than 45 years. The upper age limit will not apply to the internal candidates.

4.3 Other:

Every applicant,

- i. Should be a citizen of Sri Lanka.
- ii. Should be physically and mentally fit to discharge the duties of the post well and to serve in any part of the Island.
- iii. Should be of excellent moral character.

4.4 Recruitment Procedure:

As determined by the Governing Council, recruitment will be done after calling for applications through a public advertisement or a newspaper advertisement followed by a structured interview conducted by a panel appointed by the Governing Council.

- i. All recruitments to this category should be strictly in compliance with the provision of this Scheme of Recruitment.
- ii. The Manual of Procedures (M.O.P.) of the institution shall be applicable to terms of employment after recruitment and all matters pertaining to that.
- iii. The provision in this Scheme of Recruitment shall supersede the provision in the M.O.P. in respect of all matters provided in this Scheme of Recruitment.

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22/04/2026

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4.4.1 Structural Interview:

The Marking Scheme for the interview is as follows

	Criteria	Marks	
		Maximum	Obtained
1.	Qualifications (over & above minimum)	30	
	I. Class		
	II. Postgraduate (Non research)		
	III. Postgraduate (By research)		
2.	Research Experience	10	
3.	*Publications, Patents & Awards	20	
	I. Research papers (International/Refereed)		
	II. Research papers (Local/Refereed)		
	III. Research papers (Non refereed)		
	IV. Conference proceedings, Research Reports		
	V. Research Awards		
4.	Extracurricular activities	10	
	I. Sports		
	II. Societies		
5.	Personality	15	
6.	General knowledge about industry	15	
		Total	100
* 50% for co-authors			

Appointments will be made purely in the order of merit at the interview

4.5 Qualifying date:

The applicant could be treated as qualified only if he/ she has completed the necessary qualifications specified under 4.1, 4.2 and 4.3 above before the closing date of applications.

4.6 Confirmation

An employee who is appointed externally to this category will be on probation for a period of three years from the date of assumption of duties. If his/ her performance and conduct is satisfactory during the period of probation, and on completion of the 1st Efficiency Bar Examination he/ she will be confirmed in the post at the end of the period of probation. Internal candidates who are already confirmed in a post will be subjected to an acting period of one year.

4.7 Salary at Recruitment:

The persons selected externally will be placed at the initial step of the salary scale. The salary of internal candidates selected will be determined in terms of provision in Chapter VII of the Establishments Code.

Meethalawa
22/04/2026

5
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5. Absorption of officers who are already in the service

5.1 The officers recruited under the AR 2 salary category in accordance with the provisions of the previous Scheme of Recruitment shall be absorbed into the new Scheme of Recruitment.

6. Syllabus for the Efficiency Bar Test:

6.1 The Syllabus should be prepared relevant to each post covering the following components.

6.1.1. First Efficiency Bar Examination (to be completed within 03 years from the date of recruitment)

Candidates should sit a written examination which shall consist of the following subjects.

- Establishment Procedure
- Public Financial Management
- Subject knowledge relevant to the post

Establishment and Disciplinary Procedure:

This paper will be designed to test the knowledge of the employee concerned in office procedure covering subjects such as principles of office procedure, importance of office procedures, and the contents of Part I and II of the Establishment Code / contents of the Manual of Procedures (M.O.P.) of the institute.

Public Financial Management

This paper will be designed to evaluate the knowledge and understanding of the employee concerned in matters such as financial control as practiced in Government Offices, custody of money, income and payments, budgetary estimates and supplies, works and services and the basic knowledge in Board of Survey and Storekeeping.

Subject knowledge relevant to the post:

This will test the knowledge of the employee concerned about the procedural and legal amendments made in the relevant field during the period of service he/ she has been serving in relation to the subjects assigned to the post and to evaluate the proficiency acquired by the candidate through his/ her experience.

Candidates should secure a minimum of 40% marks from this examination to pass the 1st Efficiency bar.

Candidates should pass this Efficiency Bar examination to be confirmed in the post.

7. Appointing authority will be the Governing Council of SLIATE.

8. Definition:

8.1. For all purposes arising out of this Scheme of Recruitment "Satisfactory Period of Service" means, a period of service during which all the due salary increments during the period immediately preceding the date of application for promotion, have been earned and not subjected

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22/04/2026

to any punishment (other than a warning or a severe warning) for any offence described in the part II of the Establishment Code committed by the officer during the period of his/her service.

8.2. "Due Date" means the date on which this Scheme of Recruitment comes in to effect.

Recommended the above Scheme of Recruitment



M.C.L. Rodrigo
Director General
Sri Lanka Institute of Advanced Technological Education
Ministry of Higher Education

Date: 20.03.2026

**Signature of the Chief Executive Officer
(Official Seal)**

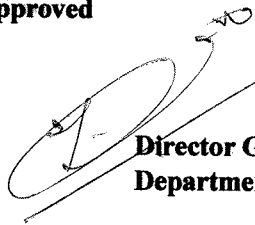
Recommended and forwarded for the approval



**Signature of the Secretary of the Ministry
(Official Seal)**

Date: 31/03/2026

Above Scheme of Recruitment is approved



Nalaka Kaluwewe
Secretary
Ministry of Education, Higher Education and
Vocational Education

**Director General,
Department of Management Services**

Date: 22/04/2026

Wimal S. K. Liyanagama
Director General
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