

Sri Lanka Institute of Advanced Technological Education

**SCHEME OF RECRUITMENT FOR THE POSTS IN THE EMPLOYEE CATEGORY OF
"ACADEMIC / RESEARCH"**

File No: ADMIN/01/29 (II)

Date: 20/03/2026

Ministry File No : H.E./A.D./U./S.L.I.A.T.E...L.A.D.R.E

Date :...06...04...2026

MSD File No:D.M.S./C.A.D./S.O.R./S.L.I.A.T.E.

Date :...22...04...2026

1. **Employee Category:**

"Academic / Research"

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 Act No. 29 of 1995 under which the Sri Lanka Institute of Advanced Technological Institute (SLIATE) is established, specifically assigned by the appointing authority.

(b) **Posts falling within this service category:**

Assistant Lecturer/Lecturer

(c) **Area of Responsibility**

- i. Conduct academic undertakings (lectures, tutorials, seminars, practical work)
- ii. Evaluate assignment of students
- iii. Supervise and evaluate the students' project
- iv. Prepare model examination papers
- v. Evaluate the answer script
- vi. Assist the management in student affairs and student disciplinary matters
- vii. Contribute to curriculum development
- viii. Conduct research and development activities
- ix. Perform academic guidance & counseling
- x. Contribute to Institute and national development
- xi. Supervise the internship programme
- xii. Any other responsibility assigned by Director General, Deputy Director Generals and Directors/HOD

3. **Nature of Appointment:**

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

4. **Salary Scale, Efficiency Bar and Employment Structure**

4.1 **Salary Code and the Monthly Salary Scale of the employee category**

MSD Circular No. 01/2025 dated on 25.03.2025

AR 1 - 2025 Rs. (91,650 - 10 × 2,480 - 15 × 3,450 - 168,200)

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4.2 Structure of grades and the initial salary step applicable to each grade:

Grade	Relevant Initial Salary Step	AR 1 - 2025
II	1 st Step	Rs.91,650
I	12 th Step	Rs.119,900

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.

In every letter of appointment salary code, salary scale and the structure of grades should be mentioned. When promoting from one grade to another within each category it is not necessary to issue a fresh letter of appointment and issuing a letter of promotion is sufficient.

4.3 Cadre: 178

For the purpose of promotion from grade to grade within the employee category, all grades will be considered to be within a combined cadre. The cadre here means the approved total cadre for all grades under the employee category.

4.4 Efficiency Bar:

All employees in this category,

4.4.1 Should pass the 1st Efficiency Bar examination within 03 years from the date of appointment to the Assistant Lecturer (AR 1-Grade II)

4.4.2 Should pass the 2nd Efficiency Bar Test within 05 years from the date of promotion to the AR 1- Grade I

4.4.3 Relevant syllabus is given in the paragraph 8. 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.

4.4.4 Efficiency Bar Examinations will be held once a year or as and when necessary.

4.5 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.

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5. **Recruitment to Academic / Research Category:**

Qualifications:

5.1. External Candidates other than Engineering (1 or 2 below)

1. A Special Degree in a relevant field (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.
2. A General Degree in a relevant field (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 post graduate diploma in the relevant fields.

External Candidates for the field of Engineering (1 or 2 below)

1. A Four Year Engineering Degree which is recognized by the UGC in a relevant field (Civil, Electrical, Mechanical, etc.) with minimum second class (Lower Division)
2. A General Degree in Engineering which is recognized by the U.G.C. with minimum second class (Lower Division) and a post graduate diploma in the above field which is recognized and approved by the U.G.C.

Internal Candidates (1 or 2 below)

1. Having obtained the qualifications required by the external candidates mentioned above.
2. Completion of minimum eight (08) years satisfactory service in a post as a Demonstrator in MA 4 category with a degree which is recognized by the U.G.C. in the subject area of Engineering/ Agriculture/ Information Technology, or Tutor in MA 5 category with a degree which is recognized by the U.G.C. in the subject area of English.

5.2. Age:

Age should be not less than 22 years and not more than 45 years. The upper age limit will not apply to the internal candidates.

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5.3. 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.

5.4. Recruitment Procedure:

Recruitment will be done after calling for applications through a public advertisement or a newspaper advertisement and on the results of a written competitive examination and / or a structured interview conducted by a panel appointed by the appointing authority as determined by the Governing Council of SLIATE.

- i. All recruitments to this category and the promotions within the 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.

5.4.1 Written Competitive Examination

The examination is an Aptitude Test designed to test the aptitude of the candidate. Candidates should secure at least 50% of the marks to pass the recruitment examination.

5.4.2 Interview:

The Marking Scheme for the interview is as follows

Criteria	Marks	
	Maximum	Obtained
1. Educational Qualifications	30	
Class		
Postgraduate (Non-research)		
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)		

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IV. Conference Proceedings, Research Reports		
V. Research Awards		
4. Extracurricular Activities	10	
I. Sports		
II. Membership in Professional Bodies		
5. Personality	15	
6. General Knowledge about the Industry	15	
Total	100	

* 50% for co-authors

- If selected through a written competitive examination and a structured interview final selection will be in the order of merit based on the aggregate of 60% of the marks obtained at the written examination and 40% of the marks obtained at the interview.
- If selected through a structured interview - appointments will be made purely in the order of merit at the interview.

5.5. All recruitments to this category will be only to Grade II. Number of recruitments to be decided as per the number of vacancies within the category.

5.6. Qualifying date:

The applicant will be treated as qualified for application for a post only if he/ she has completed the necessary qualifications specified under 5.1, 5.2 and 5.3 mentioned above before the closing date of applications.

5.7 Confirmation

An employee who is appointed externally to the Grade II of 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 (MA 4 and MA 5) will be subjected to an acting period of one year.

5.8 Salary at Recruitment:

Persons recruited externally will be placed at the initial step of the salary scale. The salary of persons recruited internally will be determined in terms of the provision in Chapter VII of the Establishment Code.

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6. **Promotions:**

The promotional procedure, based on performance, shall be as follows:

Promotion from Grade II to grade I of the category:

(a) **Pre-requisites**

- i. Should have been confirmed in the post.
- ii. Should have completed a minimum of 10 years of service in Grade II and earned ten (10) salary increments.
- iii. Showing an average or above average performance according to the approved scheme of performance appraisal during a period of 10 years preceding the promotion.
- iv. Should have completed 05 years of satisfactory service preceding the promotion.
- v. Should have achieved the necessary level of proficiency in second language.
- vi. Successful completion of due Efficiency Bars.

(b) **Mode of Promotion:**

Through the application forms introduced by the employer, a request should be made by the qualified employees. Action will be taken by the Governing Council to promote the qualified persons to grade I after verification of qualifications, with effect from the date of qualifying.

7. **Absorption of officers who are already in the Service**

7.1 The officers recruited under the AR 1 salary category in accordance with the provisions of the previous Scheme of Recruitment shall be absorbed into the new Scheme of Recruitment.

8. **Syllabus for the Efficiency Bar Test:**

8.1. First Efficiency Bar Examination (to be completed within 03 years from the date of appointment to Grade II)

- a. Candidates should successfully complete a Certificate Course on Teaching Methodology conducted by a reputed educational institute qualified for the award of certificate Minimum of 100 hours should be covered in this certificate course. The following subject area should be covered, Teaching methodology, Educational psychology and academic evaluation methods in this course.
- b. Candidates should sit a written examination which shall consist of the following subjects.

- Office Systems
- Accounting Systems
- Subject knowledge

Office Systems:

A basic knowledge of the Office Systems practiced in a Government Office and the candidate's ability to apply such knowledge, as well as his ability to properly understand official documents and to present his/ her views/ observations in a specific manner through clear and brief minute, and the ability to draft a report in terms of a given order will be tested.

Accounting Systems:

This paper will be designed to gauge the knowledge and understanding of the candidate on the basic books of accounts and financial management maintained in a public office.

Subject knowledge relevant to the post:

This test is to assess the subject knowledge of the candidate relevant to the post.

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

Candidates should pass this efficiency bar examination to be confirmed in the post.

8.2 Second Efficiency Bar Examination (to be completed within 05 years from the date of promotion to Grade I)

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 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, written communication, as well as to evaluate the proficiency acquired by the employee through his/ her experience in office activities and to test the knowledge of the employee concerned about the content of Part I of the Establishment Code.

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 covered in the first efficiency bar examination and to evaluate the proficiency acquired by the candidate through his/ her experience in office activities.

Candidates should secure a minimum of 40% marks for each subject from this examination to pass the 2nd Efficiency bar.

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

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Definition:

9.1. 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 to any punishment (other than a warning or a severe warning) for any offence committed by the officer during the period.

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

Recommended the above Scheme of Recruitment

Date: 20.03.2026


Signature of the Chief Executive Officer

(Official Seal)

M.C.L. Rodrigo

Director General

Sri Lanka Institute of Advanced Technological Education

Ministry of Higher Education

Recommended and forwarded for the approval

Date: 31/03/2026


Signature of the Secretary of the Ministry

(Official Seal)

Nalaka Kaluwewe

Secretary

Ministry of Education, Higher Education and Vocational Education

Above Scheme of Recruitment is approved

Date: 22/01/2026


**Director General,
Department of Management Services**

Wimal S. K. Liyanagama

Director General

Department of Management Services

General Treasury

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