

## **Eligibility Criteria for Associate Professor (Bhutanese national)**

### **Mandatory Criteria**

#### **1. Licensing**

- Should have a valid specialist license with the Medical and Health Professionals Council, Bhutan.

#### **2. Qualification**

- Must have an MBBS MD/MS in the respective field.

#### **3. Work Experience**

3.1 Minimum of 4 years of active service as Assistant Professor in a college/Institute recognized by the Medical and Health Professionals Council, Bhutan.

3.2 Recommendation letter (with at least 200 words) from the Competent Authority from the Previous Employer

3.3 An employee must have work recognized as distinguished in a discipline at the national/international level. Towards this, the employee must produce documentary evidence in the following areas:

3.3.1 At least led the design/major review of 1 program;

3.3.2 Evidence related to high-quality teaching in the areas of module evaluation, faculty evaluation, teaching for innovation, designing new innovative modules, and revising existing modules.

#### **4. ‘Outstanding’ performance rating for the past three years (Consecutive); **or****

Minimum ‘Very Good’ performance rating for the past four years (Average).

#### **5. Supervised at least 6 Masters or 12 Bachelors students as a main supervisor/co-supervisor;**

#### **6. Equivalency of supervision:**

6.1 Research supervision in taught Masters should be a minimum of 3 taught modules or 36 credits; **OR**

6.2 Research supervision at the bachelor's level should be a minimum of 4 modules or 48 credits; **OR**

6.3 Consultancy projects (applied research) as applicable to some programs is one type of research activity. The credit should be equivalent to 36 and 48 credits for Masters and Bachelors respectively; **OR**

6.4 Other condition: for 1 PhD the equivalency shall be 2 Masters and 4 Bachelors supervisions.

7. At least 2 publications in peer-reviewed journal/1 peer-reviewed book/2 peer-reviewed chapter as principal author which will be reviewed by the publication review committee of the Khesar Gyalpo University of Medical Sciences of Bhutan.

**OR**

8. A candidate who has previously held an academic appointment to the rank of an **Associate Professor** at another medical school/ university recognized by the Medical and Health Professionals Council, Bhutan, and fulfilling mandatory criteria as listed above.