

Teaching Staff Recruitment Policy

1. General Provisions

- 1.1. Educational programs at Ilia State University are implemented with the participation of both academic personnel and teaching staff.
- 1.2. A teacher is entitled to conduct educational and practical/laboratory/experimental/field, etc. work without holding an academic position.
- 1.3. The recruitment of teaching staff is achieved through two methods:
 - a) Open competition;
 - b) Based on the recommendation of the dean of a faculty/school.

2. Recruiting the Teaching Staff through an Open Competition

- 2.1. The dean of a faculty/school determines the selection of teaching staff through an open competition based on the needs of the educational program.
- 2.2. In collaboration with the supervisor of a program/direction, the Human Resources Management Office, and/or other relevant authorized parties, the dean of a faculty establishes terms and conditions for the competition as well as the qualifications required for teacher positions. This information is then submitted to the Rector. Under the coordination of the Centre for Academic Writing, the Director of the Centre determines the competition conditions in agreement with the Human Resources Management Office and submits the information to the Rector.
- 2.3. After approval by the dean of a faculty/school and the Director of the Centre for Academic Writing, the Rector issues a decree announcing the open competition establishing the conditions and criteria for the competition.
- 2.4. To be eligible to participate in the competition, candidates must meet the following requirements:
 - a) Relevant professional experience and/or a minimum of one year of teaching experience in the field of education;
 - b) At least a master's or an equivalent academic degree;
 - c) Any other requirements determined by the terms of the competition.
- 2.5. The University's information technology and software development programs may be exempt from the rules stated in Paragraph 2.4. Candidates for teacher positions in these programs are required to:

- a) Hold at least a master's or its equivalent academic degree, or a bachelor's or its equivalent degree, along with a minimum of three years of verified professional experience in the field of information technology and software development.
 - b) Fulfill any other requirements determined by the terms of the competition.
- 2.6. The competition is announced, organized, and conducted by the Human Resources Management Office of the University.
- 2.7. During the competition, candidates may be required to complete a written test, deliver a demonstration lecture, undergo a panel interview, etc. as outlined in the competition decree.
- 2.8. The selection panel makes the final decision regarding the competition results.

3. Recruiting Teachers upon the Recommendation of the Dean of a Faculty/School

- 3.1. In consultation with the supervisor of a program/direction, the dean of a faculty/school is authorized to recommend teacher candidates to the Rector for final approval without the need for an open competition.
- 3.2. Candidates selected as teaching staff members based on the dean's recommendation must meet the following requirements:
 - a) Relevant professional experience and/or a minimum of one year of teaching experience in the educational field.
 - b) At least a master's or an equivalent academic degree.
- 3.3. The University's information technology and software development programs may be exempted from the rules stated in Paragraph 3.2. Candidates for teacher positions in these programs are required to:

Hold at least a master's or its equivalent degree, or a bachelor's or its equivalent degree, along with a minimum of three years of verified professional experience in the field of information technology and software development.
- 3.4. If such candidates are accepted, the dean of a faculty/school, together with the supervisor of a program/direction and a representative of the Human Resources Management Office, will interview them to evaluate their qualifications and competencies. Candidates may also be required to conduct a demonstration lecture.
- 3.5. The final decision regarding the acceptance of teacher candidates proposed by the dean of a faculty/school is made by the Rector.