

## JAWATAN: POST DOCTORAL

### A) Syarat Lantikan Baharu *Terms of new appointment*

No.	Criteria	Post-Doctoral (UPD10)	Post-Doctoral (UPD9)	Post-Doctoral (UPD8)
1.	Professional qualifications	Every candidate must have a Doctor of Philosophy (PhD) in related areas and the PhD degree must be within 5 years from the date of conferred	Every candidate must have a Doctor of Philosophy (PhD) in related areas and the PhD degree must be within 5 years from the date of conferred	Every candidate must have a Doctor of Philosophy (PhD) in related areas and the PhD degree must be within 5 years from the date of conferred
2.	Publication in journal	At least 5 CIJ	At least 10 CIJ	At least 15 CIJ

### B) Senarai Tugas dan Tanggungjawab *List of duties and responsibilities*

1. Carry out research activities in identifying projects or existing projects in the faculty or institute
2. Assist in publishing papers in high impact journals
3. Assist in supervising graduate students in conducting research and publication
4. Assist in conducting seminars on research conducted

### C) Syarat Perkhidmatan *Conditions of Service*

1. Terma lantikan adalah sepenuh masa  
*Terms of appointment is full time*
2. Tempoh pelantikan adalah 1 hingga 3 tahun dan boleh dilantik semula  
*Period of appointment is 1 to 3 years and can be initially appointed*
3. Kemudahan perubatan adalah untuk diri sendiri sahaja sama ada di Klinik Panel atau Hospital Kerajaan  
*Medical benefits is eligible for officers from the University's approved panel of medical practitioners or Government Hospital in Malaysia only*
4. Tambang penerbangan adalah Kelas Ekonomi  
*Travel Class is Economy Class*
5. Cuti tahunan adalah sebanyak 25 hari setahun  
*Annual leave is 25 days a year*
6. Gred dan kadar imbuhan bulanan seperti berikut:  
*Grade and monthly remuneration rate as follow:*

Felo Pasca Doktorat <i>Post Doctoral Fellow</i>	Imbuhan Bulanan <i>Monthly Salary (Fixed all-in)</i>
Gred UPD8	RM 6,500.00
Gred UPD9	RM 6,000.00

Gred UPD10	RM 5,500.00
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**D) Penetapan Petunjuk**  
*Setting key performance indicator (KPI)*

**1. Prepare research proposal**

Appointment	Post-Doctoral (UPD10)	Post-Doctoral (UPD9)	Post-Doctoral (UPD8)
First Year	Assist in preparing three (3) research proposals to: a) 1 government agency (other than university grants) b) 1 international body c) 1 industry/private company	Assist in preparing four (4) research proposals to: a) 2 government agencies (other than university grants) b) 1 international body c) 1 industry/private company	Assist in preparing five (5) research proposals to: a) 2 government agencies (other than university grants) b) 1 international body c) 2 industry/private company
Second Year	Assist in preparing two (2) research proposals to: a) 1 international b) 1 industry/private	Assist in preparing three (3) research proposals to: a) 1 international b) 2 industry/private	Assist in preparing four (4) research proposals to: a) 2 international b) 2 industry/private
Third Year and onwards	Same as the second year	Same as the second year	Same as the second year

**2. Total research grant obtained as co-researchers**

Appointment	Post-Doctoral (UPD10)	Post-Doctoral (UPD9)	Post-Doctoral (UPD8)
First Year	None	None	None
Second Year	<u>Science/Engineering:</u> Government : RM30,000 International/ : RM20,000 Industry/ Private  <u>Social Science:</u> Government : RM20,000 International/ : RM10,000 Industry/ Private	<u>Science/Engineering:</u> Government : RM30,000 International/ : RM20,000 Industry/ Private  <u>Social Science:</u> Government : RM20,000 International/ : RM10,000 Industry/ Private	<u>Science/Engineering:</u> Government : RM30,000 International/ : RM20,000 Industry/ Private  <u>Social Science:</u> Government : RM20,000 International/ : RM10,000 Industry/ Private

Third Year and onwards	<u>Science/Engineering:</u> Government : RM30,000 International/ : RM20,000 Industry/ Private	<u>Science/Engineering:</u> Government : RM30,000 International/ : RM20,000 Industry/ Private	<u>Science/Engineering:</u> Government : RM30,000 International/ : RM20,000 Industry/ Private
	<u>Social Science:</u> Government : RM20,000 International/ : RM10,000 Industry/ Private	<u>Social Science:</u> Government : RM20,000 International/ : RM10,000 Industry/ Private	<u>Social Science:</u> Government : RM20,000 International/ : RM10,000 Industry/ Private

### 3. Number of publications in refereed journals

Appointment	Post-Doctoral (UPD10)	Post-Doctoral (UPD9)	Post-Doctoral (UPD8)
First Year	1 CIJ as a first author/co-author	1 CIJ as a first author/co-author	1 CIJ as a first author/co-author
Second Year	1 CIJ as a first author; and 1 CIJ as a co-author	2 CIJ as a first author; and 1 CIJ as a co-author	1 CIJ as a first author; and 2 CIJ as a co-author
Third Year and onwards	2 CIJ as a first author	3 CIJ as a first author	4 CIJ as a first author

### 4. Assist in commercialization of research / intellectual property

Appointment	Post-Doctoral (UPD10)	Post-Doctoral (UPD9)	Post-Doctoral (UPD8)
First Year	None	None	None
Second Year	1 research group	1 research group	1 research group
Third Year and onwards	1 research group	2 research groups	3 research groups

### 5. Assist in networking activity / research collaboration

Appointment	Post-Doctoral (UPD10)	Post-Doctoral (UPD9)	Post-Doctoral (UPD8)
First Year	None	None	None
Second Year	1 local/international	2 local/international	2 local and 1 international
Third Year and onwards	1 local/international	1 local and 1 international	2 local and 1 international

\*Post-Doctoral Fellow must fulfill the above performance indicators and the final decision is under consideration of the Selection Committee (Research)