

CASP014- FACULTY RECRUITMENT POLICY

STATUS	<input checked="" type="checkbox"/> New Policy
	<input type="checkbox"/> Continuation of Existing Policy
	<input type="checkbox"/> Revised Policy
SCOPE	<input checked="" type="checkbox"/> All CAS
	<input type="checkbox"/> Some CAS (.....)
	<input type="checkbox"/> One CAS (.....)
TARGET AUDIENCE	<input checked="" type="checkbox"/> Staff: <input type="checkbox"/> All <input checked="" type="checkbox"/> Academic staff <input type="checkbox"/> Non-academic staff
	<input type="checkbox"/> Students: <input type="checkbox"/> All levels <input type="checkbox"/> JG <input type="checkbox"/> G
	<input type="checkbox"/> All specialisations <input type="checkbox"/> Some (.....)

1 Rationale and Purpose

The Colleges of Applied Sciences (CAS) aim at occupying a prominent place among higher education institutions, locally, regionally and internationally by offering high quality education of international standards. To achieve this it is imperative on CAS to attract, employ and retain highly qualified and experienced faculty.

The purpose of this policy is to set the principles and criteria governing the employment and retention of faculty working at the colleges of Applied Sciences.

2 Definitions

CAS Colleges of Applied Sciences

Faculty Academic staff working in CAS

3 Policy Content & Principles

In recruiting and retaining Faculty CAS should be guided by the following principles:

- 3.1 The recruitment of faculty should be based on the applicant's skill, knowledge, capacity, experience, qualification and understanding of the job requirements.
- 3.2 All applicants shall be given equal treatment through the process of selection and recruitment.
- 3.3 CAS is committed to manage the process of recruitment in a transparent way, without jeopardizing the privacy of the applicants and the selection committees.
- 3.4 CAS is committed to conduct the process of recruitment in a timely manner.
- 3.5 CAS is committed to retain its high quality staff by offering conducive environment and various forms of incentives.
- 3.6 Recruitment should be done in accordance with departmental/college needs and CAS strategic goals and objectives.

4 Legislative Compliance

- Omani Civil service Bylaw
- Executive Bylaw of the Royal Decree 62/2007

5 Supporting Materials

- Omani Civil service Bylaw
- Executive Bylaw of the Royal Decree 62/2007
- Faculty Recruitment and employment Procedures.

6 Appendices

N.A.

7 Approval Agency: Board of Trustees

8 Approval Dates

This policy was originally approved on: []

This version was approved on: []

This version takes effect from: []

This policy will be reviewed by: []

9 Policy Sponsor: Director General of CAS

10 Contact: Directorate General of CAS