

COUNCIL OF HIGHER EDUCATION
GENERAL SECRETARIAT
KINGDOM OF SAUDI ARABIA

STATUTES GOVERNING THE
EMPLOYMENT OF NON-SAUDIS IN
UNIVERSITIES

APRIL 1997

I. Definitions

Article (1)

The terms used in these statutes shall bear the meanings given opposite each, as follows:

- (a) The Contractee : The non-Saudi person in contract with the University accordance with the terms of the statutes.
- (b) The Domicile : The country of nationality of contractee. The country where contractee has had legal residence more than two years running prior contracting may be considered as such.
- (c) Year : Twelve hejira (lunar) months, unless otherwise specified.
- (d) Month : The month is thirty days unless otherwise specified.
- (e) Personal Contract : Where the contractee is not seconded by his University or another authority.

Article (2)

These statutes shall be applicable to the following categories:

- (a) Teaching staff, lecturers, language instructors ; demonstrators.
- (b) Related staff namely researchers, research assistants ;

technicians, holders of a University degree or above who are contracted on 6th grade to fill the positions of researchers, research assistants or technicians and whose work is directly related to teaching. The University Council may disregard this condition.

(c) Physicians and those working in health specializations.

(d) Engineers

(e) Those working in specialist fields.

(f) Those working in administrative fields and clerical works.

(g) Technical assistants and craftsmen.

(h) Teachers at schools and institutes below the University level.

Article (3)

The phrasing of the contract shall be in accordance with the format appended to these statutes -Appendix II. The University may add to the contract's items whatsoever beneficent to the public interest and consistent with these statutes.

II. Employment

Article (4)

The following conditions are stipulated for employment:

(a) The availability of a vacancy endorsed within the budget, or a financial allocation specified for employment within the lump

sum salaries' item.

(b) The non-availability of a Saudi national qualified for position.

(c) The preparation of a job description of the post, responsibilities including the minimum qualifications required for it.

Article (5)

It is conditional that the contractee shall be:

(a) Twenty years of age and not over sixty (Gregorian). University Council may disregard the maximum age within ten years for professors and associate professors; years for assistant professors upon recommendation of department and college councils, and three years for categories upon recommendation of their department.

(b) Physically fit for service; physical fitness should be proved by a recent medical certificate issued by a medical authority recognized by the University.

(c) Of good reputation and character.

(d) Holder of the qualifications required for the post.

(e) Not under contract with another employer in the kingdom.

(f) Available for full-time employment with the University.

Article (6)

The period of the contract can be for the duration of one year or 1

