

1. ACCOUNTANT CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Accountant II	A degree in Accountancy or any related discipline from a recognized University with a minimum grade of Second Class Lower Division and literacy in computer applications. Possession of professional qualification of any recognized accounting body will be added advantage.	CONTISS 07	Accountant I
Accountant I	<ol style="list-style-type: none"> 1. A degree in Accountancy or any related discipline from a recognized University with a minimum grade of Second Class Lower Division and at least three (3) years post-qualification experience and literacy in computer applications. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. will be added advantage. 2. Promotion avenue for a deserving Accountant II with three (3) years' experience in post. 	CONTISS 08	Senior Accountant
Senior Accountant	<ol style="list-style-type: none"> 1. A degree in Accountancy or any related discipline from a recognized University with a minimum of Second Class Lower Division and at least six (6) years post-qualification experience in University accounting system or that of a comparable institution with literacy in computer applications. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN, etc. will be added advantage. 2. Promotion avenue for a deserving Accountant I with three (3) years' experience in post. 	CONTISS 09	Principal Accountant
Principal Accountant	<ol style="list-style-type: none"> 1. A degree in Accountancy or any related discipline from a recognized University with a minimum grade of Second Class Lower Division and at least nine (9) years post-qualification experience in University accounting system or that of a comparable institution with literacy in computer applications. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. is compulsory. The applicant must have a reasonable knowledge of computerized Accounting. 2. Promotion avenue for a Senior Accountant with a minimum of three (3) years' experience in post plus a successful performance in a Multiple Choice Test (MCT) in Accounting procedures, Customer Relations and Basic Administration of Institution's Fund. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. is compulsory. The applicant must have a reasonable knowledge of computerized Accounting. 	CONTISS 11	Chief Accountant
Chief Accountant	<ol style="list-style-type: none"> 1. A degree in Accountancy or any related discipline from a recognized University with a minimum grade of Second Class Lower Division and at least twelve (12) years post-qualification experience in University accounting system or that of a comparable institution with literacy in computer applications. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. is mandatory. Possession of a postgraduate diploma/degree in a relevant field will be an added advantage. 	CONTISS 13	Deputy Bursar

	2. Promotion Avenue for a Principal Accountant with at least four (4) years' experience in post and a successful performance in a Multiple Choice Test in Accounting Procedures, Fund Protection and Administration and IGR Strategies. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc is compulsory.		
Deputy Bursar	<p>1. A degree in Accountancy from a recognized University with a minimum grade of Second Class Lower Division with at least fifteen (15) years post-qualification experience in University accounting system or that of a comparable institution. Adequate knowledge of computer applications and membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. are compulsory. Possession of a postgraduate diploma/degree in a relevant field will be an added advantage.</p> <p>2. Promotion avenue for a deserving Chief Accountant with at least four (4) years' experience in post, subject to vacancy and successful performance in a Multiple Choice Test (MCT) in Accounting Procedures, IGR and Fund Administration for Organizational Effectiveness.</p>	CONTISS 14	Director
Director	Promotion avenue for a deserving Deputy Bursar with at least eight (8) years' experience in post, subject to vacancy and successful interview by the approved ¹ Selection Panel.	CONTISS 15	Bursar
Bursar	Appointment of a Candidate with a degree in Accountancy or any related discipline from a recognized University with a minimum of Second Class Lower division and at least twenty (20) years post-qualification experience in University accounting system or that of a comparable institution. Possession of a postgraduate diploma/degree in a relevant field is required. Adequate knowledge of computer applications and membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. are compulsory. Candidate for the position of the University Bursar must have spent at least eight (8) years at senior management level not lower than that of <u>Deputy Bursar</u> and will also be required to meet such other personal and professional requirements as may be determined by the University from time to time.	Consolidated Salary Package for Registrar/ Bursar	

Selection Panel comprising: Vice-Chancellor (Chairman), Deputy Vice-Chancellor (Academic), Deputy Vice-Chancellor (Administration), Registrar, Bursar, Chairman, Committee of Deans, one (1) External Council Member, one (1) Director in the Bursary and one (1) External Assessor, Director of Personnel Affairs, Deputy Registrar, ATSE (Secretary)

2. ADMINISTRATIVE OFFICER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Administrative Officer II	A degree from a recognized institution with a minimum of Second Class Lower Division. Computer literacy and possession of SSCE/NECO/WASC/GCE O' Levels credits in five (5) subjects including English Language are required.	CONTISS 7	Administrative Officer I
Administrative Officer I	<ol style="list-style-type: none"> 1. As for Administrative Officer II plus at least three (3) years' post qualification experience in the Public Sector preferably in Higher Educational Institutions. Computer literacy is required. 2. Promotion avenue for a deserving Administrative Officer II with three (3) years' experience in post. 	CONTISS 8	Assistant Registrar
Assistant Registrar	<ol style="list-style-type: none"> 1. As for Administrative Officer II plus at least six (6) years' relevant administrative experience in the public or any other comparable Higher Educational Institutions. Possession of a postgraduate diploma/degree in a relevant field of administration/management will be an advantage. Computer proficiency is mandatory. Membership of relevant professional bodies is required. 2. Promotion avenue for deserving Administrative Officer I with three (3) years' experience in post and successful performance in Multiple Choice Test (MCT) in Administrative Procedure, minutes/report writing skill and computer proficiency. Membership of relevant professional bodies is required. 	CONTISS 9	Senior Assistant Registrar
Senior Assistant Registrar	<ol style="list-style-type: none"> 1. As for Administrative Officer II plus at least nine (9) years relevant administrative experience in the administration of a University. Possession of a postgraduate diploma/degree in a relevant field of administration/management is required. Computer proficiency is mandatory. Membership of relevant professional bodies is required. 2. Promotion avenue for deserving Assistant Registrar with three (3) years' experience in post plus a successful performance in a Multiple Choice Test (MCT) in Administrative Procedures, minutes/report writing skill and Policy Formulation. Membership of relevant professional bodies is required. 	CONTISS 11	Principal Assistant Registrar
Principal Assistant Registrar	<ol style="list-style-type: none"> 1. As for a Senior Assistant Registrar but with at least twelve (12) years' experience. Possession of a postgraduate diploma/degree in a relevant field of administration/management is required. Computer proficiency is mandatory. Membership of relevant professional bodies is required. 	CONTISS 13	Deputy Registrar

	2. Promotion avenue for a deserving Senior Assistant Registrar with three (3) years' experience in post plus a successful performance in a Multiple Choice Test (MCT) in Administrative Procedure and Basic Elements of Decision-making process and Policy Formulation. Membership of relevant professional bodies is required.		
Deputy Registrar	1. As for a Senior Assistant Registrar but with at least fifteen (15) years' experience in University Administration. 2. Promotion avenue for deserving Principal Assistant Registrar with four (4) years' experience in post, subject to vacancy and after a successful performance in Multiple Choice Test (MCT) on policy formulation and decision-making process. Membership of professional bodies is required.	CONTISS 14	Director
Director	Promotion avenue for deserving Deputy Registrar with eight (8) years' experience in post, subject to vacancy, and after a successful interview by the approved University ¹ Selection Panel.	CONTISS 15	
Registrar	A University degree as required for an Administrative Officer and a minimum of twenty (20) years relevant administrative experience in University Administration. Candidate must have spent at least eight years at senior management level not lower than that of <u>Deputy Registrar</u> . The candidate will also be required to meet such other personal and professional requirements as may be determined by the University from time to time.	Consolidated Salary Package for Registrar/Bursar	

Selection Panel comprising: Vice-Chancellor, Deputy Vice-Chancellor (Academic), Deputy Vice-Chancellor (Administration), Registrar, Bursar, Chairman, Committee of Deans, one (1) External Council Member, Directors in the Registry and one (1) External Assessor, Deputy Registrar, ATSE (Secretary).

3. AGRICULTURAL ASSISTANT/SUPERINTENDENT, LIVE STOCK ASSISTANT/SUPERINTENDENT AND FORESTRY ASSISTANT/SUPERINTENDENT CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Livestock Health Assistant/Agricultural Assistant/Forest Assistant	1. West African School Certificate plus Livestock Health Assistant, Agricultural Assistant or Forestry Assistant Certificate from a recognized Institute of Agriculture. 2. Terminal post for Livestock Health/Agricultural/Forest Assistant without Higher Diploma.	CONTISS 06	Livestock Health Superintendent/ Agricultural Superintendent/ Forest Superintendent

Livestock Health Superintendent/ Agricultural Superintendent/ Forest Superintendent	1. West African School Certificate plus Higher Diploma in Livestock Health/Agriculture/Forestry from a recognized Institute of Agriculture 2. Promotion avenue for Livestock Health/Agricultural/ Forest Assistant with Higher Diploma and at least three (3) years' experience in post.	CONTISS 07	Higher Livestock Health Supt/Agric. Supt./Forest Supt.
Higher Livestock Health Supt/Agric. Supt./Forest Supt.	1. West African School Cert. plus Higher Diploma in Livestock Health/Agriculture/Forestry plus at least three (3) years' cognate experience. 2. Promotion avenue for Livestock Health/Agricultural/ Forest Superintendent with Higher Diploma and at least three (3) years' experience in post.	CONTISS 08	Senior Livestock Health/Agricultural/ Forest Superintendent
Senior Livestock Health/Agric./ Forest Supt.	Promotion avenue for Higher Livestock Health/Agricultural/ Forest Superintendent with at least three (3) years' experience in post.	CONTISS 09	Principal Livestock Health Agric./Forest Supt.
Principal Livestock Health/Agric./Forest Supt.	Promotion avenue for Senior Livestock Health/Agric./ Forest Superintendent with at least three (3) years' experience in post.	CONTISS 11	Assist. Chief Livestock Health/Agric./Forest Supt.
Assistant Chief Livestock Health/Agric./Forest Supt.	Promotion avenue for Principal Livestock Health/Agricultural/ Forest Superintendent with at least three (3) years' experience in post.	CONTISS 12	Chief Livestock Health/Agric./ Forest Supt.
Chief Livestock Health/Agric./ Forest Supt.	Promotion avenue for Assistant Chief Livestock Health/ Agricultural/Forest Superintendent with at least four (4) years' experience in post.	CONTISS 13	

4. ARTIST CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Artist Grade III	Two years Diploma in Theatre Arts or One year Certificate in Theatre Arts plus 3 years' post qualification continuous theatre experience and proficiency. In exceptional cases Artists without basic Theatre academic qualifications, but with specialized skills and at least eleven (11) years of continuous experience in various theatrical roles may be considered. All experience must be in recognized registered Theatre companies.	CONTISS 06	Artist Grade II

Artist Grade II	<ol style="list-style-type: none"> 1. A degree in Theatre Arts, OR two years Diploma, in Theatre Arts with at least four (4) years post qualification continuous theatre experience, OR Certificate in Drama with at least seven (7) years' post qualification experience. In exceptional cases, artists without basic Theatre academic qualifications but with specialized skills and at least thirteen (13) years of continuous experience may be considered. All experience must be in recognized registered theatre companies. 2. Promotion avenue for Artist Grade III with Degree or Diploma in Theatre Arts plus at least three (3) years' experience in post respectively. 	CONTISS 07	Artist Grade I
Artist Grade I	<ol style="list-style-type: none"> 1. A degree in Theatre Arts plus three (3) years' post qualification continuous theatre experience OR two-year diploma plus 8 years post qualification continuous experience OR A certificate in Drama with at least eleven (11) years' post qualification continuous experience. In exceptional cases Artists without basic theatre academic qualifications but when specialized skills and at least fifteen (15) years of continuous experience in theatrical roles may be considered. All experience must be in recognized registered theatre companies. 2. Promotion avenue for Artist Grade II with Degree or Diploma in Theatre Arts plus at least three (3) years' experience in post respectively. 	CONTISS 08	Senior Artist Grade II
Senior Artist Grade II	<ol style="list-style-type: none"> 1. A degree in Theatre Arts plus six (6) years post-qualification continuous experience, OR 2. Two years Diploma in Theatre Arts plus twelve (12) years post qualification continuous experience, OR 3. Certificate in Drama plus fifteen (15) years post - qualification continuous experience. All experience must be in recognized registered theatre companies. Higher degrees in specific Theatre Arts areas will be an advantage. 4. Promotion avenue for Artist Grade I with Degree or Diploma in Theatre Arts plus at least three (3) years' experience respectively in post. 	CONTISS 09	Senior Artist Grade I/ Principal Artist
Senior Artist Grade I	<ol style="list-style-type: none"> 1. In exceptional cases, appointment of candidate with Certificate in Drama plus eighteen (18) years post qualification experience. All experience must be in recognized registered companies. 2. Promotion avenue for Senior Artist Grade II without a Degree in Theatre Arts plus at least three (3) years' experience in post. 	CONTISS 10	Principal Artist

Principal Artist	<ol style="list-style-type: none"> 1. A degree in Theatre Arts plus ten (10) years post qualification continuous experience. Higher degree in specific Theatre Arts areas will be an advantage. All experience must be in recognized registered theatre companies. 2. Promotion avenue for Senior Artist Grade II with Degree or Senior Artist Grade I with Diploma in Theatre Arts plus at least three (3) years' experience in post respectively. 	CONTISS 11	Assistant Chief Artist/Chief Artist
Assistant Chief Artist	Terminal Promotion avenue for Principal Artist without a Degree plus at least four (4) years' experience in post.	CONTISS 12	Chief Artist
Chief Artist	Promotion avenue for a Principal Artist with a degree OR an Assistant Chief Artist with a degree in Theatre Arts plus at least four (4) years' experience in post respectively.	CONTISS 13	Deputy Director
Deputy Director, Artist	Promotion avenue for Chief Artist with a degree and at least five (5) years' experience in post, subject to vacancy.	CONTISS 14	

5. ARCHITECT CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Architect II	A degree in Architecture from a recognized University. Added advantage is the possession of Associateship of the Nigerian Institute Of Architect and registrable with the Architect Registration Council of Nigeria.	CONTISS 07	Architect I
Architect I	<ol style="list-style-type: none"> 1. A degree in Architecture from a recognized University, with at least three (3) years' post-qualification cognate experience. Added advantage is the possession of Associateship of the Nigerian Institute of Architect and registrable with the Architect Registration Council of Nigeria. 2. Promotion avenue for Architect II after three (3) years' experience in post. 	CONTISS 08	Senior Architect
Senior Architect	<ol style="list-style-type: none"> 1. A degree in Architecture from a recognized University, with at least five (5) years' post-qualification cognate experience. Added advantage is the possession of Associateship of the Nigerian Institute of Architect and registrable with the Architect Registration Council of Nigeria. 2. Promotion avenue for Architect I after three (3) years' experience in post. 	CONTISS 09	Principal Architect

Principal Architect	<ol style="list-style-type: none"> 1. A degree in Architecture from a recognized University, with at least eight (8) years' post-qualification cognate experience plus possession of Associateship of the Nigerian Institute of Architect and registrable with the Architect Registration Council of Nigeria. 2. Promotion avenue for Senior Architect after three (3) years' experience in post. 	CONTISS 11	Chief Architect
Chief Architect	<ol style="list-style-type: none"> 1. A degree in Architecture from a recognized University, with at least eleven (11) years' post-qualification cognate experience plus possession of Associateship of the Nigerian Institute of Architect and registered with the Architect Registration Council of Nigeria. 2. Promotion avenue for Principal Architect after three (3) years' experience in post. 	CONTISS 13	Deputy Director
Deputy Director (Architecture)	<ol style="list-style-type: none"> 1. A degree in Architecture from a recognized University, with at least fourteen (14) years' post qualification cognate experience plus possession of Associateship of the Nigerian Institute of Architect and registered with the Architect Registration Council of Nigeria. 2. Promotion avenue for Chief Architect after four (4) years' experience in post, subject to vacancy. 	CONTISS 14	Director
Director of Physical Planning & Development	Appointment of a candidate with a good honours degree in Architecture from a recognized University, with at least seventeen (17) years' post-qualification cognate experience plus possession of Associateship of the Nigerian Institute of Architect and registered with the Architect Registration Council of Nigeria. M. Sc. Architecture or MBA will be an added advantage. Computer literacy is required.	CONTISS 15	

6. BUILDING OFFICER CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Building Officer II	A degree in Building or Building Technology from a recognized University. Added advantage is the possession of professional qualification of the Nigerian Institute of Building.	CONTISS 07	Building Officer I
Building Officer I	<ol style="list-style-type: none"> 1. A degree in Building or Building Technology from a recognized University with at least three (3) years post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Building. 2. Promotion avenue for Building Officer II after three (3) years' experience in post. 	CONTISS 08	Senior Building Officer

Senior Building Officer	<ol style="list-style-type: none"> 1. A degree in Building or Building Technology from a recognized University with at least five (5) years' post-qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Building. 2. Promotion avenue for Building Officer I after three (3) years' experience in post. 	CONTISS 09	Principal Building Officer
Principal Building Officer	<ol style="list-style-type: none"> 1. A degree in Building or Building Technology from a recognized University with at least eight (8) years' post-qualification cognate experience plus possession of professional qualification of the Nigerian Institute of Building and registrable with Council of Registered Builders of Nigeria. 2. Promotion avenue for Senior Building Officer after three (3) years' experience in post. 	CONTISS 11	Chief Building Officer
Chief Building Officer	<ol style="list-style-type: none"> 1. A degree in Building or Building Technology from a recognized university with at least eleven (11) years' post-qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Building and registrable with Council of Registered Builders of Nigeria. 2. Promotion avenue for Principal Building Officer after three (3) years' experience in post. 	CONTISS 13	Deputy Director
Deputy Director (Building)	<ol style="list-style-type: none"> 1. A degree in Building or Building Technology from a recognized university with at least fourteen (14) years' post-qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Building and registrable with Council of Registered Builders of Nigeria. 2. Promotion avenue for Chief Building Officer after four (4) years' experience in post, subject to vacancy. 	CONTISS 14	Director
Director of Physical Planning & Development	Appointment of a candidate with a good honours degree in Building or Building Technology from a recognized University with at least seventeen (17) years' post-qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Building and registrable with Council of Registered Builders of Nigeria. M.Sc. in related field or MBA will be an added advantage. Computer literacy is required.	CONTISS 15	

7. CATERING OFFICER CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Assistant Catering Officer	Appointment of a candidate with Cert. of the City & Guilds of London Institute in Catering Trades Basic training (No. 147) and Cooking for Hotel and Catering Establishment (Nos. 150 and 151)	CONTISS 05	Catering Officer
Catering Officer	<ol style="list-style-type: none"> 1. Appointment of a candidate possessing any of the following or equivalent qualifications: <ol style="list-style-type: none"> (a) Certificate in Institutional and Catering Management plus four (4) years cognate experience; (b) Ordinary National Diploma in Institutional Management and Catering Management plus three (3) years cognate experience 2. By direct appointment of any of the entry qualifications specified for Assistant Catering Officer plus at least three (3) years' post qualification cognate experience. 3. By promotion of a deserving Assistant Catering Officer with three (3) years' experience in post. 	CONTISS 06	Higher Catering Officer
Higher Catering Officer	<ol style="list-style-type: none"> 1. By direct appointment of candidates possessing any of the qualifications specified for Assistant Catering Officer plus at least seven (7) years' post qualification cognate experience or as for Catering Officers plus at least four (4) years post qualification cognate experience. 2. Appointment of a candidate possessing Higher Diploma in Dietetics e.g. a recognized Institute Registration as a State Registered Dietician or equivalent qualification. 3. Promotion Avenue for a deserving Catering Officer with three (3) years' experience in post. 	CONTISS 07	Senior Catering Officer
Senior Catering Officer	Promotion avenue for Higher Catering Officer with at least three (3) years' experience in post.	CONTISS 08	Principal Catering Officer II
Principal Catering Officer II	Promotion avenue for Senior Catering Officer with at least three (3) years' experience in post.	CONTISS 09	Principal Catering Officer I
Principal Catering Officer I	Promotion avenue for Principal Catering Officer II with at least three (3) years' experience in post	CONTISS 11	Assistant Chief Catering Officer

Assistant Chief Catering Officer	Promotion avenue for Principal Catering Officer I with at least three (3) years' experience in post	CONTISS 12	Chief Catering Officer
Chief Catering Officer	Promotion avenue for Assistant Chief Catering Officer with at least four (4) years' experience in post.	CONTISS 13	

8. CLERICAL OFFICER CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Clerical Assistant	General Certificate of Education "O" level or SSC passes in three (3) subjects at one sitting or five (5) subjects at two sittings with one of them being in English Language in either case. For officers in the Bursary/Internal Audit, candidate must have at least a credit pass in either Mathematics or Principles of Accounts/Book-Keeping	CONTISS 02	Clerical Officer
Clerical Officer	1. General Certificate of Education "O" level or SSC passes in five (5) subjects at one sitting including three (3) credit passes with one of them being in English Language/Literature in English, OR 2. Possession of Five (5) subjects at two sittings with 4 credit passes with one of them being in English Language/Literature in English. For officers in the Bursary/ Internal Audit one of the credit passes must be in either Mathematics or Principles of Accounts/Book-Keeping. 3. Promotion avenue for Clerical Assistant with four (4) years' experience in post.	CONTISS 03	Senior Clerical Officer
Senior Clerical Officer	1. As for Clerical Officer with five (5) years' relevant experience in post 2. GCE/SSC in five (5) subjects at credit level including English Language plus GCE 'A' level in two (2) subjects. 3. Promotion avenue for Clerical Officer with four (4) years' experience in post.	CONTISS 04	Assistant Chief Clerical Officer
Assistant Chief Clerical Officer	1. As for Clerical Officer with ten (10) years' relevant experience in post. Candidate must have held the post of Senior Clerical Officer, OR possess G.C.E. "A" Level in three (3) subjects. 2. Promotion avenue for Senior Clerical Officer with four (4) years' experience in post. Terminal post for Senior Clerical Officer without basic qualifications for Clerical Officer.	CONTISS 05	Chief Clerical Officer
Chief Clerical Officer	Promotion avenue for outstanding Assistant Chief Clerical Officer with at least four (4) years' experience in post	CONTISS 06	

9. COACH AND DIRECTOR OF SPORTS CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Assistant Coach-in-Training II	<ol style="list-style-type: none"> 1. WASC or GCE O/L in five (5) subjects plus National Diploma in Physical Education or Physical & Health Education or in a related discipline from a recognized institution in a particular sport OR 2. N.C.E. in Physical Education or Physical and Health Education from a recognized institution or in a related discipline from a recognized institution in a particular sport. 	CONTISS 05	Assistant Coach-in-Training I
Assistant Coach-in-Training I	<ol style="list-style-type: none"> 1. WASC or GCE O/L in 5 subjects plus National Diploma or N.C.E. in Physical Education or Physical & Health Education or in a related discipline from a recognized institution in a particular sport with good records of performance at State, National or Institutional levels of not less than two (2) years' post-qualification experience 2. Promotion avenue for Assistant Coach-In-Training II with at least four (4) years' experience in post. 	CONTISS 06	Assistant Coach
Assistant Coach	<ol style="list-style-type: none"> 1. A University degree in Physical Education or Physical and Health Education or related discipline from recognized institutions OR 2. ND or N.C.E. in Physical Education or Physical and Health Education from a recognized institution with at least five (5) years' of post-qualification experience. 3. Promotion avenue for Assistant Coach-In-Training I with at least three (3) years' experience in post. 	CONTISS 07	Coach
Coach	<ol style="list-style-type: none"> 1. A University degree in Physical Education or Physical and Health Education or its equivalent qualification plus at least two (2) years' relevant post-qualification experience OR 2. ND or N.C.E. in Physical Education or Physical and Health Education plus at least eight (8) years' post qualification experience. 3. Promotion avenue for Assistant Coach with at least three (3) years' experience in post. 	CONTISS 08	Senior Coach
Senior Coach	<ol style="list-style-type: none"> 1. A University degree in Physical Education or Physical and Health Education or its equivalent qualification plus five (5) years' relevant post-qualification experience OR 2. ND or N.C.E. in Physical Education or Physical and Health Education from a recognized institution plus at least ten (10) years' relevant post-qualification experience. 3. Promotion avenue for Coach with at least three (3) years' experience in post. 	CONTISS 09	Principal Coach

Principal Coach	1. A University degree in Physical Education or Physical and Health Education with eight (8) years' post-qualification coaching experience. 2. Promotion avenue for Senior Coach with at least three (3) years' experience in post.	CONTISS 11	Chief Coach
Chief Coach	1. A University degree in Physical Education or Physical and Health Education with eleven (11) years' post-qualification experience in coaching and administration of sports. 2. Promotion avenue for Principal Coach with at least three (3) years' experience in post. Terminal posts for Coach without a good honours University degree.	CONTISS 13	Deputy Director of Sports
Deputy Director of Sports	1. University degree in Physical Education or Physical and Health Education plus at least fifteen (15) years' relevant post-qualification experience in coaching and administration. Possession of a Higher Degree Education will be an added advantage 2. Promotion avenue for Chief Coach with a good University degree in Physical Education or Physical & Health Education plus at least four (4) years' experience in post, subject to vacancy	CONTISS 14	Director of Sports
Director of Sports	Appointment by the Vice-Chancellor.		

10. COMPUTER OPERATION MANAGEMENT CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Computer Operator I	1. As for Computer Operator II plus Diploma in Computer related courses from a recognized institution with three (3) years relevant experience. 2. ND in Computer related courses from a recognized institution. Good knowledge of Disk/Tape Operating Systems and familiarity with at least one Computer Programming language. 3. Promotion avenue for Computer Operator II with three (3) years' experience in post.	CONTISS 05	Senior Computer Operator
Senior Computer Operator	1. ND in Computer related courses from a recognized institution. Good knowledge of Disk/Tape Operating Systems and familiarity with at least one Computer Programming language plus three (3) years' experience. 2. Promotion avenue for Computer Operator I with three (3) years' experience in post.	CONTISS 06	Chief Computer Operator

Chief Computer Operator	1. As for Senior Computer Operator with at least seven (7) years' relevant professional experience 2. Promotion Avenue for Senior Computer Operator with three (3) years' experience in post.	CONTISS 07	Assistant Operations Manager
Assistant Operations Manager	1. National Diploma in Computer Science or Business Administration plus eight (8) years' cognate post-qualification experience. Familiarity with computing equipment and operations, and some understanding of systems software and FORTRAN OR COBOL programming are required. 2. Promotion avenue for Chief Computer Operator with at least three (3) years' experience in post	CONTISS 08	Operations Manager
Operations Manager	As for Assistant Operations Manager with at least four (4) years in post.	CONTISS 09	

11. CONFIDENTIAL SECRETARY CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Confidential Secretary Grade III	1. West African School Certificate with 'Credit' in English Language or G.C.E "O" Level or its equivalent plus PITMAN/RSA 100/50 W.P.M. in Shorthand and Typewriting respectively OR 2. OND in Secretarial Studies or its equivalent. Proficiency in electronic word processing is compulsory.	CONTISS 05	Confidential Secretary Grade II
Confidential Secretary Grade II/Bilingual Secretary II	1. West African School Certificate preferably with 'Credit' in English Language or G.C.E "O" Level or equivalent and RSA or Pitman or Government Certificate or their equivalents for 100/50 W.P.M. in Shorthand and Typewriting respectively with four (4) years' post-qualification secretarial experience. 2. Promotion avenue for Confidential Secretary III with at least three (3) years' experience in post.	CONTISS 06	Confidential Secretary I/Bilingual Secretary I
Confidential Secretary I/Bilingual Secretary I	1. West African School Certificate preferably with at least a 'Credit' pass in English Language or G.C.E. "O" Level or equivalent and RSA or Pitman or Government Certificate or their equivalents for 120/50 W.P.M. in Shorthand and Typewriting plus eight (8) years' secretarial experience OR 2. University degree plus RSA or Pitman or Government Certificate for 100/50 W.P.M. OR 3. Higher National Diploma in Secretarial Studies or its equivalent from a Government approved Polytechnic. Proficiency in ICT is required at point of entry	CONTISS 07	Senior Confidential Secretary/Bilingual Secretary

	4. Promotion avenue for deserving Confidential Secretary Grade II with at least three (3) years' experience in post.		
Senior Confidential Secretary/Bilingual Secretary	Promotion Avenue for Confidential Secretary I with at least three (3) years' experience in post.	CONTISS 08	Principal Confidential Secretary II/Bilingual Secretary II
Principal Confidential Secretary II/Bilingual Secretary II	Promotion Avenue for Senior Confidential Secretary with at least three (3) years' experience.	CONTISS 09	Principal Confidential Secretary I/Bilingual Secretary I
Principal Confidential Secretary I/Bilingual Secretary I	Promotion Avenue for Principal Confidential Secretary II with at least three (3) years' experience in post plus ability to write good report.	CONTISS 11	Assistant Chief Confidential Secretary/Bilingual Secretary
Assistant Chief Confidential Secretary/Bilingual Secretary	Promotion Avenue for Principal Confidential Secretary I with at least three (3) years' experience	CONTISS 12	Chief Confidential Secretary/Bilingual Secretary
Chief Confidential Secretary/Bilingual Secretary	Promotion Avenue for Assistant Confidential Secretary with four (4) years' experience in post	CONTISS 13	

12. CRAFTSMAN CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Foreman	1. JSC plus Govt. Trade Test Class 1 with nine (9) years' experience 2. Promotion avenue for Senior Craftsman with four (4) years' experience in post.	CONTISS 05	Workshop Supervisor.
Workshop Supervisor	1. As for Foreman with twelve (12) years post-qualification relevant experience. 2. Promotion avenue for Foreman with three (3) years' experience in post.	CONTISS 06	Senior Workshop Supervisor II
Senior Workshop Supervisor II	1. As for Workshop Supervisor with three (3) years' experience in post. 2. Promotion avenue for Workshop Supervisor with three (3) years' experience in post.	CONTISS 07	Senior Workshop Supervisor I
Senior Workshop Supervisor I	Promotion avenue for Senior Workshop Supervisor II with four (4) years' experience in post	CONTISS 08	

13. DATA ENTRY OPERATOR CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Principal Data Entry Operator	West African School Certificate plus four (4) years' experience in the use and operations of Computers/Data processing equipment. Good knowledge of Disk/Tape operating systems. Familiarity with Computer and one programming language.	CONTISS 05	Assistant Chief Data Entry Operator
Assistant Chief Data Entry Operator	1. West African School Certificate plus seven (7) years' experience in the use and operations of Computers/Data processing equipment. Good knowledge of Disk/Tape operating systems. Familiarity with Computers and one programming language. 2. Promotion avenue for Principal Data Entry Operator at least three (3) years' experience in post.	CONTISS 06	Chief Data Entry Operator
Chief Data Entry Operator	Promotion avenue for Assistant Chief Data Entry Operator with at least four (4) years' experience.	CONTISS 07	

14. DATA PROCESSING OFFICERS CADRE

POST	QUALIFICATION AND EXPERIENCE REQUIRED	SALARY SCALE	NEW GRADE
Assistant Data Processing Officer	By direct appointment of a candidate possessing Senior Secondary School Certificate or its equivalent in five (5) subjects including a Credit in English Language and a pass in Mathematics plus Ordinary National Diploma in Computer Studies/Data processing from a recognized Institution.	CONTISS 05	Data Processing Officer
Data Processing Officer	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing the qualification for Assistant Data Processing Officer plus at least three (3) years' post-qualification cognate experience. 2. Promotion avenue for a confirmed and suitable Assistant Data Processing Officer who has spent at least three (3) years on the grade. 	CONTISS 06	Higher Data Processing Officer
Higher Data Processing Officer	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing the qualification specified for Assistant Data Processing Officer plus seven (7) years post-qualification cognate experience. 2. HD/HND in Data Processing/Computer Operations obtained from a recognised Higher Educational Institution. 3. By promotion of a confirmed and suitable Data Processing Officer who has spent at least three (3) years on the grade. 	CONTISS 07	Senior Data Processing Officer
Senior Data Processing Officer	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing HD/HND in Data Processing/Computer Operations obtained from a recognised institution plus at least three (3) years in post. 2. Promotion avenue for a confirmed and suitable Higher Data Processing Officer who has spent at least three (3) years on the grade. 	CONTISS 08	Principal Data Processing Officer II
Principal Data Processing Officer II	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing HD/HND in Data Processing/Computer Operations as for Higher Data Processing Officer plus at least seven (7) years. 2. By promotion of a confirmed and suitable Senior Data Processing Officer who has spent at least three (3) years on the grade. 2. Avenue for conversion of post for Chief Secretarial Assistant who has stagnated for at least five (5) years plus possession of Obafemi Awolowo University Diploma course in Data Processing. 	CONTISS 09	Principal Data Processing Officer I

Principal Data Processing Officer I	Promotion avenue for a Principal Data Processing Officer II with at least three (3) years' experience in post.	CONTISS 11	Assistant Chief Data Processing Officer
Assistant Chief Data Processing Officer	By promotion of a confirmed and suitable Principal Data Processing Officer I who has spent at least three (3) years on the grade plus some administrative capabilities.	CONTISS 12	Chief Data Processing Officer
Chief Data Processing Officer	By promotion of a suitable Assistant Chief Data Processing Officer who has spent at least four (4) years on the grade with ability to coordinate development of operating methods of standards.	CONTISS 13	

15. DENTAL SURGERY ASSISTANT CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Dental Surgery Supervisor	1. SSC/GCE plus Certificate in Dental Surgery from a recognized School of Health Technology with at least six (6) years post-qualification experience. 2. Promotion avenue for Dental Surgery Assistant with four (4) years' experience in post.	CONTISS 05	Senior Dental Surgery Supervisor
Senior Dental Surgery Supervisor	1. SSC/GCE plus Certificate in Dental Surgery from a recognized School of Health Technology with at least nine (9) years' post-qualification experience. 3. Promotion avenue for Dental Surgery Supervisor with four (4) years' experience in post.	CONTISS 06	

16. DENTAL TECHNOLOGIST/THERAPIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Dental Technologist/Therapist	1. By promotion of a confirmed and suitable Dental Technician who has successfully completed a three (3)-year course of training in an approved school of Dental Technology. 2. By direct appointment of a candidate possessing the following or equivalent qualifications:- (a) Full Technological Certificate of City and Guild of London Institute in Dental Technology/Therapy.	CONTISS 06	Higher Dental Technologist/Therapist

	(b) Associate of the British Institute of Surgical Technologist (Dental) (c) Ordinary National Diploma of the Institute of Surgical Technologist (Dental) plus at least two (2) years post qualification relevant experience.		
Higher Dental Technologist/Therapist	1. By appointment of candidates, possessing any of the qualifications listed as 2 (a-c) for Dental Technologist/Therapist above plus at least three (3) years post qualification relevant experience, OR as in 2 (d) plus at least 5 years post qualification relevant experience. 2. Promotion avenue for a Dental Technologist /Therapist with three (3) years' experience in post.	CONTISS 07	Senior Dental Technologist/Therapist
Senior Dental Technologist/Therapist	1. By appointment of candidates, possessing any of the qualifications listed as 2 (a-c) for Dental Technologist/Therapist above plus at least five (5) years post qualification relevant experience OR as in 2 (d) plus at least seven (7) years post qualification relevant experience. 2. Promotion avenue for a Higher Dental Technologist/Therapist with three (3) years' experience in post.	CONTISS 08	Principal Dental Technologist II/Therapist II
Principal Dental Technologist II/Therapist II	1. By appointment of candidates, possessing any of the qualifications listed as 2 (a-c) for Dental Technologist/Therapist above plus at least seven (7) years post qualification relevant experience OR as in 2 (d) plus at least nine (9) years post qualification relevant experience. 2. Promotion avenue for a Dental Technologist /Therapist with at least three (3) years' experience in post.	CONTISS 09	Principal Dental Technologist I/Therapist I
Principal Dental Technologist I/Therapist I	By promotion of a suitable Principal Dental Technologist II/Therapist II with at least three (3) years' experience in post.	CONTISS 11	Assistant Chief Dental Technologist/Therapist
Assistant Chief Dental Technologist/Therapist	By promotion of suitable Principal Technologist I/Therapist I with at least three (3) years' experience in post.	CONTISS 12	Chief Dental Technologist/Therapist
Chief Dental Technologist/Therapist	By promotion of a suitable Assistant Chief Dental Technologist/Therapist with at least four (4) years' experience in post.	CONTISS 13	

17. DRIVER/MECHANIC CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Senior Motor Driver/Mechanic I /Senior Tractor Driver/Mechanic I	Promotion avenue for Senior Motor Driver II/Senior Tractor Driver II and Senior Driver/Mechanic II with exceptional ability and at least four (4) years' experience in post.	CONTISS 05	Superintendent Driver
Superintendent Driver	Promotion avenue for Senior Motor Driver I/ Senior Motor Driver /Mechanic I; Senior Tractor Driver/Mechanic I with three (3) years' experience in post.	CONTISS 06	Senior Superintendent Driver II/ Senior Transport Supervisor
Senior Superintendent Driver II/ Senior Transport Supervisor	Promotion avenue for Superintendent Driver with three (3) years' experience in post	CONTISS 07	Senior Superintendent Driver I
Senior Superintendent Driver I	Promotion avenue for Senior Superintendent Driver II with four (4) years' experience in post.	CONTISS 08	

18. EDITOR'S CADRE (LAW REPORT)

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Assistant Editor	LL.B. degree plus one year NYSC experience with Computer Literacy	CONTISS 07	
Editor II	LL.B., BL plus one year NYSC experience with Computer Literacy.	CONTISS 08	Editor I
Editor I	1. Appointment of candidate with same qualifications as Editor II plus three (3) years post- qualification experience. 2. Promotion avenue for Editor II with three (3) years' experience in post.	CONTISS 09	Senior Editor
Senior Editor	1. Appointment of candidate with same qualifications as Editor II plus three (6) years post- qualification experience. 2. Promotion avenue for Editor I with three (3) years' experience in post.	CONTISS 11	Principal Editor

Principal Editor	1. Appointment of candidate with same qualifications as Editor II plus at least 10 years' post- qualification experience. 2. Promotion avenue for Senior Editor with three (3) years' experience in post.	CONTISS 13	Managing Editor
Managing Editor	1. Appointment of candidate with same qualifications as Editor II plus fifteen (15) years post- qualification experience. 2. Promotion avenue for Principal Editor with four (4) years' experience in post, subject to vacancy	CONTISS 14	

19. ENGINEER CADRE (CIVIL/MECHANICAL/ELECTRICAL)

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Engineer II	A degree in Civil/Electrical/Mechanical Engineering from a recognized University OR an equivalent qualification registerable with the Council of Registered Engineers of Nigeria.	CONTISS 07	Engineer I
Engineer I	1. A degree in Civil/Electrical/Mechanical Engineering from a recognized University OR an equivalent qualification registrable with the Council of Registered Engineers of Nigeria with at least three (3) years' post qualification cognate experience. Possession of professional qualification such as COREN is required. 2. Promotion avenue for Engineer II after three (3) years' experience in post.	CONTISS 08	Senior Engineer
Senior Engineer	1. A degree in Civil/Electrical/Mechanical Engineering from a recognized University OR an equivalent qualification registrable with the Council of Registered Engineers of Nigeria with at least five (5) years' post qualification cognate experience. Possession of professional qualification such as COREN is required. 2. Promotion avenue for Engineer I after three (3) years' experience in post.	CONTISS 09	Principal Engineer
Principal Engineer	1. A degree in Civil/Electrical/Mechanical Engineering from a recognized University OR an equivalent qualification registrable with the Council of Registered Engineers of Nigeria with at least eight (8) years' post qualification cognate experience plus professional qualification of the Council of Registered Engineer of Nigeria (COREN) 2. Promotion avenue for Senior Engineer after three (3) years' experience in post. (Registration with COREN is mandatory).	CONTISS 11	Chief Engineer

Chief Engineer	<p>1. A degree in Civil/Electrical/Mechanical Engineering from a recognized University OR an equivalent qualification registrable with the Council of Registered Engineers of Nigeria with at least eleven (11) years' post qualification cognate experience plus professional qualification of the Council of Registered Engineer of Nigeria (COREN)</p> <p>2. Promotion avenue for Principal Engineer after three (3) years' experience in post. (Registration with COREN is mandatory).</p>	CONTISS 13	Deputy Director
Deputy Director	<p>1. A degree in Civil/Electrical/Mechanical Engineering from a recognized University OR an equivalent qualification registrable with the Council of Registered Engineers of Nigeria with at least fourteen (14) years' post qualification cognate experience plus professional qualification of the Council of Registered Engineer of Nigeria (COREN)</p> <p>2. Promotion avenue for Chief Engineer after four (4) years' experience in post, subject to vacancy (Registration with COREN is mandatory).</p>	CONTISS 14	Director
Director of Physical Planning & Development	Appointment of a candidate with a good honours degree in Civil/Electrical/Mechanical Engineering from a recognized University OR an equivalent qualification registrable with the Council of Registered Engineers of Nigeria with at least seventeen (17) years' post qualification cognate experience plus professional qualification of the Council of Registered Engineer of Nigeria (COREN). M.Sc. in related Engineering field or MBA will be an added advantage. Computer literacy is required.	CONTISS 15	

20. ENVIRONMENTAL HEALTH OFFICER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Environmental Health Officer II	By direct appointment of a candidate possessing a degree in Environmental Health Science or related field from a recognized University plus registration with the Environmental Health Officers Registration Council of Nigeria (EHORECON).	CONTISS 07	Environmental Health Officer I
Environmental Health Officer I	<p>1. By direct appointment of a candidate possessing the qualification specified for Environmental Health Officer II plus at least three (3) years post qualification cognate experience.</p> <p>2. Promotion avenue for Environmental Health Officer II with at least three (3) years' experience in post.</p>	CONTISS 08	Senior Environmental Health Officer

Senior Environmental Health Officer	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing the qualification specified for Environmental Health Officer II plus at least six (6) years post qualification cognate experience. 2. Promotion avenue for Environmental Health Officer I with at least three (3) years' experience in post. 	CONTISS 09	Principal Environmental Health Officer
Principal Environmental Health Officer	Promotion avenue for Senior Environmental Health Officer with at least three (3) years' experience in post	CONTISS 11	Assistant Chief Environmental Health Officer
Assistant Chief Environmental Health Officer	Promotion avenue for Principal Environmental Health Officer with at least three (3) years' experience in post	CONTISS 12	Chief Environmental Health Officer
Chief Environmental Health Officer	<ol style="list-style-type: none"> 1. Promotion avenue for Assistant Chief Environmental Health Officer with at least three (3) years' experience in post. 2. Terminal post for Environmental Health Officer appointed on the Old Scheme and without a degree in Environmental Health Science or related field such as Environmental Education; Environmental Management; Nutrition and Food Hygiene; Microbiology; Biochemistry, Health Education; Toxicology, Health Management and Administration for Environmental Health Officers. 	CONTISS 13	Deputy Director Environmental Health
Deputy Director Environmental Health	By promotion of a suitable Chief Environmental Health Officer with at least four (4) years' experience in post, subject to vacancy.	CONTISS 14	

21. ESTATE OFFICER CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Estate Officer II	A degree in Estate Management from a recognized university. Added advantage is the possession of professional qualification of the Nigerian Institute of Estate Surveyors and Valuers or Royal Institute of Chartered Surveyors.	CONTISS 07	Estate Officer I
Estate Officer I	<ol style="list-style-type: none"> 1. A degree in Estate Management from a recognized university with at least three (3) years' post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Estate Surveyors and Valuers (NIESV) or Royal Institute of Chartered Surveyors (RICS). 2. Promotion avenue for Estate Officer II after three (3) years' experience in post. 	CONTISS 08	Senior Estate Officer

Senior Estate Officer	<p>1. A degree in Estate Management from a recognized university with at least five (5) years' post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Estate Surveyors and Valuers (NIESV) or Royal Institute of Chartered Surveyors (RICS).</p> <p>2. Promotion avenue for Estate Officer I after three (3) years' experience in post.</p>	CONTISS 09	Principal Estate Officer
Principal Estate Officer	<p>1. A degree in Estate Management from a recognized university with at least eight (8) years' post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Estate Surveyors and Valuers (NIESV) or Royal Institute of Chartered Surveyors (RICS) and registrable with Estate Surveyors and Valuers Registration Board of Nigeria.</p> <p>2. Promotion avenue for Senior Estate Officer after three (3) years' experience in post</p>	CONTISS 11	Chief Estate Officer
Chief Estate Officer	<p>1. A degree in Estate Management from a recognized university with at least eleven (11) years' post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Estate Surveyors and Valuers (NIESV) or Royal Institute of Chartered Surveyors (RICS) and registrable with Estate Surveyors and Valuers Registration Board of Nigeria.</p> <p>2. Promotion avenue for Principal Estate Officer after three (3) years' experience in post.</p>	CONTISS 13	Deputy Director
Deputy Director	<p>1. A degree in Estate Management from a recognized university with at least fourteen (14) years' post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Estate Surveyors and Valuers (NIESV) or Royal Institute of Chartered Surveyors (RICS) and registrable with Estate Surveyors and Valuers Registration Board of Nigeria.</p> <p>2. Promotion avenue for Chief Estate Officer after four (4) years' experience in post, subject to vacancy.</p>	CONTISS 14	Director
Director	<p>Appointment of a candidate with a good honours degree in Estate Management from a recognized university with at least seventeen (17) years post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Estate Surveyors and Valuers (NIESV) or Royal Institute of Chartered Surveyors (RICS) and registrable with Estate Surveyors and Valuers Registration Board of Nigeria. M. Sc. in related field or MBA will be an added advantage. Computer literacy is required.</p>	CONTISS 15	

22. EXECUTIVE OFFICER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Assistant Executive Officer	Higher School Certificate (HSC) or G.C.E. "A" level with three (3) subjects at or OND in relevant field	CONTISS 05	Executive Officer
Executive Officer	1. 3 subjects at H.S.C./G.C.E. "A" level or OND with at least four (4) years' experience. 2. Promotion avenue for deserving Assistant Executive Officer with four (4) years' experience in post.	CONTISS 06	Higher Executive Officer
Higher Executive Officer	1. Holders of A.C.I.S. 2. Holders of HND/HNC in relevant fields. 3. Promotion Avenue for suitably qualified Executive Officer with at least three (3) years' experience on the job.	CONTISS 07	Senior Executive Officer
Senior Executive Officer	Promotion avenue for deserving Higher Executive Officer with at least three (3) years' experience on the job.	CONTISS 08	Principal Executive Officer II
Principal Executive Officer II	Promotion avenue for deserving Senior Executive Officer with a minimum of three (3) years' experience in post.	CONTISS 09	Principal Executive Officer I
Principal Executive Officer I	Promotion avenue for deserving Principal Executive Officer II with a minimum of three (3) years' experience in post.	CONTISS 11	Assistant Chief Executive Officer
Assistant Chief Executive Officer	Promotion avenue for deserving Principal Executive Officer I with a minimum of three (3) years' experience in post.	CONTISS 12	Chief Executive Officer
Chief Executive Officer	Promotion avenue for deserving Assistant Chief Executive Officer with a minimum of four (4) years' experience in post.	CONTISS 13	

23. EXECUTIVE OFFICER DATA PROCESSING /OPERATIONS MANAGEMENT CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Assistant Executive Officer (DP/CO)	National Diploma in Computer Science obtained from a Government recognized institution plus Senior Secondary School Certificate or its equivalent in five (5) subjects including Mathematics or Physics with a pass in English Language. Good knowledge of DOS and Windows operating system.	CONTISS 05	Executive Officer (DP/CO)
Executive Officer (DP/CO)	1. Same as for AEO (DP/CO) above plus familiarity with at least two Microsoft Office applications software and three (3) years' relevant experience. 2. Promotion avenue for suitably qualified AEO (DP/CO) with four (4) years' experience in post.	CONTISS 06	Higher Executive Officer (DP/CO)
Higher Executive Officer (DP/CO)	1. Same as in AEO (DP/CO) above plus familiarity with at least two Microsoft Office applications software and six (6) years' relevant experience. 2. HND in Computer Science or related field plus SSC or its equivalent in 5 subjects including Mathematics or Physics with a pass in English Language. 3. Promotion avenue for suitably qualified EO (DP/CO) with three (3) years' experience in post.	CONTISS 07	Senior Executive Officer (DP/CO)
Senior Executive Officer (DP/CO)	1. Same as for AEO (DP/CO) above plus familiarity with at least two Microsoft Office applications software and nine (9) years' relevant experience. In addition, must have good working experience in Data and File Management techniques. OR Advanced Training with Diploma in Data Processing/Computer Operations obtained from a Government approved Computer School with at least seven (7) years' experience as an Executive Officer (DP/CO). Familiarity with statistical and Accounting packages and at least two Programming Languages. 2. Promotion avenue for a deserving Higher Executive Officer (DP/CO) with three (3) years' experience in post.	CONTISS 08	Principal Executive Officer II (DP/CO)
Principal Executive Officer II (DP/CO)	Promotion avenue for a deserving Senior Executive Officer with at least three (3) years' experience in a multi-user or network environment.	CONTISS 09	Principal Executive Officer I (DP/CO)
Principal Executive Officer I (DP/CO)	Promotion avenue for a deserving Principal Executive Officer II with three (3) years' experience in post plus some administrative capabilities.	CONTISS 11	Assistant Executive Officer (DP/CO)

Assistant Chief Executive Officer (DP/CO)	Promotion avenue for a deserving Principal Executive Officer I with three (3) years' experience in post plus some administrative capabilities.	CONTISS 12	Chief Executive Officer (DP/CO)
Chief Executive Officer (DP/CO)	Promotion avenue for a deserving Assistant Executive Officer (DP/CO) with four (4) years' experience in post plus some administrative capabilities.	CONTISS 13	

24. EXECUTIVE OFFICER (MEDICAL RECORDS) CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Assistant Executive Officer (Medical Records)	By direct appointment of a candidate with OND in Health Statistics or Medical Records Science or its equivalent from a recognized institution.	CONTISS 05	Executive Officer (Medical Records)
Executive Officer (Medical Records)	By direct appointment of a candidate possessing any of the following qualifications: (a) OND in Health Statistics or Medical Records Science or its equivalent plus three (3) years' cognate experience; (b) Associate Member of British Association of Medical Records (AMR) or its equivalent; (c) Registered Records Librarian of USA (RHC); 2. Promotion avenue for a deserving Assistant Executive Officer (Medical Records) with at least three (3) years' experience in post.	CONTISS 06	Higher Executive Officer (Medical Records)
Higher Executive Officer (Medical Records)	By direct appointment of a candidate possessing HND in Health Statistics or Medical Records Science or its equivalent from a recognized institution. Promotion avenue for a confirmed and suitable Executive Officer (Medical Records) after a minimum of three (3) years' experience in the grade.	CONTISS 07	Senior Executive Officer (Medical Records)

Senior Executive Officer (Medical Records)	By direct appointment of a candidate possessing HND in Health Statistics or Medical Records Science from a recognized institution plus three (3) years' cognate experience. Membership of a recognized Medical Records Association will be an added advantage. Promotion avenue for a confirmed and suitable Higher Executive Officer (Medical Records) after a minimum of three (3) years' experience in the grade.	CONTISS 08	Principal Executive Officer II (Medical Records)
Principal Executive Officer II (Medical Records)	By direct appointment of a candidate possessing HND in Health Statistics or Medical Records Science from a recognized institution plus seven (7) years' cognate experience. Membership of a recognized Medical Records Association is required. Promotion avenue for a confirmed and suitable Higher Executive Officer (Medical Records) after a minimum of three (3) years' experience in the post plus membership of a recognized Medical Records Association.	CONTISS 09	Principal Executive Officer I (Medical Records)
Principal Executive Officer I (Medical Records)	By direct appointment of a candidate possessing HND in Health Statistics or Medical Records Science from a recognized institution plus eleven (11) years' cognate experience. Membership of a recognized Medical Records Association is required. Promotion of a confirmed and suitable Principal Executive Officer II (Medical Records) after a minimum of three (3) years' experience in the post plus membership of a recognized Medical Records Association.	CONTISS 11	Assistant Chief Executive Officer (Medical Records)
Assistant Chief Executive Officer (Medical Records)	Promotion avenue for a confirmed and suitable Principal Executive Officer I (Medical Records) after a minimum of three (3) years' experience in post plus membership of a recognized Medical Records Association.	CONTISS 12	Chief Executive Officer (Medical Records)
Chief Executive Officer (Medical Records)	Promotion avenue for a confirmed and suitable Assistant Chief Medical Records Officer after a minimum of four (4) years' experience in post plus membership of a recognized Medical Records Association.	CONTISS 13	

25. FARM MANAGEMENT CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Farm Manager II	A degree in Agriculture or related discipline from a recognized University	CONTISS 7	Farm Manager I
Farm Manager I	1. A degree in Agriculture or related discipline plus three (3) years' experience in management of an experimental farm in a higher institute or an Agriculture Research Institute. 2. Promotion avenue for a deserving Farm Manager II with three (3) years' experience in post.	CONTISS 8	Senior Farm Manager
Senior Farm Manager	1. As for Farm Manager II plus six (6) years' post qualification experience in management of experimental farm in a higher institution or an Agricultural Research Institute. 2. Promotion avenue for a deserving Farm Manager I with three (3) years' experience in post.	CONTISS 9	Principal Farm Manager
Principal Farm Manager	1. As for Farm Officer II plus nine (9) years' experience in farm management. 2. Promotion avenue for a deserving Senior Farm Manager with three (3) years' experience in post.	CONTISS 11	Chief Farm Manager
Chief Farm Manager	Promotion avenue for a deserving Principal Farm Manager with not less than three (3) years' experience in post.	CONTISS 13	Senior Chief Farm Manager
Senior Chief Farm Manager	Promotion avenue for a deserving Chief Farm Manager with good honours and relevant Degree plus four (4) years' experience in post, subject to vacancy.	CONTISS 14	

26. GROUNDS MAN CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Grounds Attendant	1. Junior School Certificate	CONTISS 02	Assistant Grounds Man III
Assistant Grounds Man III	1. Junior School Certificate with a minimum of four (4) years' working experience 2. WASC or GCE O/L in five (5) subjects with credit in at least one Science subject. 3. Promotion Avenue for Ground Attendant with at least four (4) years' working experience in post.	CONTISS 03	Assistant Grounds Man II

Assistant Grounds Man II	<ol style="list-style-type: none"> 1. Junior School Certificate with a minimum of six (6) years' relevant working experience. 2. WASC or GCE O/L in five (5) subjects with credit in at least one Science subject plus a minimum of three (3) years' working experience. 3. Promotion Avenue for Assistant Grounds man III with at least four (4) years' experience in post plus OAU in –Service Training course in grounds maintenance. 	CONTISS 4	Assistant Grounds Man I
Assistant Grounds Man I	<ol style="list-style-type: none"> 1. A Certificate in Physical Education or Physical and Health Education plus three (4) years' relevant post qualification experience, OR 2. N.C.E./OND in Physical Education or Physical and Health Education from a recognized institution. 3. Promotion Avenue for Assistant Grounds Man II with at least four (4) years' experience in post. 	CONTISS 5	Grounds Man
Grounds Man	Promotion avenue for Assistant Grounds Man I with at least four (4) years' in post.	CONTISS 6	Senior Grounds Man
Senior Grounds Man	Promotion Avenue for Grounds Man with three (3) years' experience in post.	CONTISS 7	Grounds Man Supervisor
Grounds man Supervisor	Promotion avenue for Senior Grounds man with at least four (4) years' working experience with post.	CONTISS 8	Senior Grounds Man

27. GUIDANCE COUNSELOR CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Counselor II	Good University Degree in Guidance and Counseling plus one year N.Y.S.C. Certificate	CONTISS 07	Counselor I
Counselor I	<ol style="list-style-type: none"> 1. By direct appointment of a suitably qualified candidate with a Master's degree in Guidance and Counseling. 2. Promotion avenue for a Counselor II with a minimum of three (3) years' experience in post and with evidence of research and counseling work plus evidence of attendance of relevant conferences/Workshop/Seminar 	CONTISS 08	Senior Counselor

Senior Counselor	<p>1. As for Counselor I, a candidate must have six (6) years' experience in counseling work and research.</p> <p>2. Promotion avenue for a Counselor I with a minimum of three (3) years' experience in post and with evidence of research and counseling work plus evidence of attendance of relevant conferences/Workshop/Seminar.</p>	CONTISS 09	Principal Counselor
Principal Counselor	<p>1. By direct appointment of a Ph.D. holder in Guidance and Counseling with evidence of research and counseling, OR</p> <p>2. Master degree in Guidance and Counseling with a minimum of six (6) years' experience in Counseling in Higher Institutions with evidence of research and counseling.</p> <p>3. Promotion avenue for a Senior Counselor with a minimum of three (3) years' experience in post and Master degree in Guidance and Counseling plus evidence of attendance of relevant Conferences/Workshops/Seminars and evidence of research and counseling work.</p>	CONTISS 11	Chief Counselor
Chief Counselor	Promotion avenue for a Principal Counselor with a minimum of three (3) years' experience in post with evidence of research and counseling work plus evidence of attendance of relevant conferences/workshop seminar.	CONTISS 13	Deputy Director
Deputy Director (Counseling)	By appointment of a suitably qualified Chief Counselor with evidence of research and counseling work plus at least four (4) years' experience, subject to vacancy.	CONTISS 14	

28. HEALTH ASSISTANT CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Principal Health Assistant	<p>1. GCE O' Level plus at least two (2) years' training programme in the School of Health Technology or any other approved Health institution.</p> <p>2. Promotion Avenue for Senior Health Assistant with at least three (3) years' experience with post.</p>	CONTISS 06	Chief Health Assistant
Chief Health Assistant	Promotion Avenue for Principal Health Assistant with at least four (4) years' experience in post.	CONTISS 07	

29. HEALTH EDUCATOR CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Assistant Health Educator	NRN or Diploma in Public Health or equivalent professional certificate plus experience or on the job training.	CONTISS 06	Health Educator
Health Educator	<ol style="list-style-type: none"> 1. Appointment of candidate with B. Sc. Health Education OR 2. Appointment of candidate with NRN/Diploma in Public Health or its equivalent in Public Health plus three (3) years' cognate experience or its equivalent in related fields 3. Promotion avenue for a deserving Assistant Health Educator with at least three (3) years' experience in post. 	CONTISS 07	Higher Health Educator
Higher Health Educator	<ol style="list-style-type: none"> 1. Appointment of candidate with B. Sc. Health Education plus three (3) years' post-qualification experience. 2. Promotion avenue for a deserving Health Educator with three (3) years' experience in post. 	CONTISS 08	Senior Health Educator
Senior Health Educator	<ol style="list-style-type: none"> 1. Appointment of a candidate possessing Master's Degree in Public Health with specialization in Health Education OR 2. Appointment of Candidate with Post-graduate certificate in Health Education awarded by recognized universities plus three (3) years' cognate experience OR 3. Appointment of candidate with qualifications as for Health Educator plus six (6) years' post-qualification experience. 4. Promotion avenue for a deserving Higher Health Educator with three (3) years' experience in post. 	CONTISS 09	Principal Health Educator
Principal Health Educator	Promotion avenue for a deserving Senior Health Educator plus three (3) years' experience in post.	CONTISS 11	Assistant Chief Health Educator
Assistant Chief Health Educator	Promotion avenue for a deserving Principal Health Educator plus three (3) years' experience in post.	CONTISS 12	Chief Health Educator
Chief Health Educator	Promotion avenue for a deserving Assistant Chief Health Educator plus three (3) years' experience in post. Terminal post for Health Educator without a good honors degree.	CONTISS 13	Deputy Director Health Education
Deputy Director, Health Education	Promotion avenue for Chief Health Educator with a good relevant first degree plus four (4) years' experience in post, subject to vacancy.	CONTISS 14	

30. HEALTH TECHNICIAN CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Health Technician	WASC or SSSCE and must have successfully undergone the three (3) years training and obtain the Registration of the Institute of Medical Laboratory Technology for Technician cadres (IMDT) or Registration of the National Council for Community Health Practice Board of Nigeria for Technician Cadres or possession of Associate Membership of the Association of Medical Records Technician or Associate Membership of Chartered Institute of Secretaries and Administrators in the case of Medical Records Technicians.	CONTISS 06	Higher Health Technician
Higher Health Technician	1. Direct appointment of candidates with Registration of the Institute of Medical Laboratory Technology for Technician cadres or Registration of the National Council for Community Health Practice Board of Nigeria for Technician cadre with at least three (3) years' post-registration experience. 2. Promotion avenue for Health Technician with at least three (3) years' experience in post.	CONTISS 07	Senior Health Technician
Senior Health Technician	1. Direct employment of candidates with Registration of the Institute of Medical Laboratory Technology for Technicians cadres with at least seven (7) years' post-qualification experience in post. 2. Promotion avenue for Higher Health Technician with at least three (3) years' experience in post.	CONTISS 08	Principal Health Technician
Principal Health Technician	1. Direct employment of candidates with Registration of the Institute of Medical Laboratory Technology for technician cadres with at least eight (8) years' post qualification experience. 2. Promotion avenue for Senior Health Technician with at least three (3) years' experience in post.	CONTISS 09	Assistant Chief Health Technician
Assistant Chief Health Technician	1. Direct employment of candidates with Registration of the Institute of Medical Laboratory Technology for technician cadres with at least eleven (11) years' post qualification experience. 2. Promotion avenue for Principal Health Technician with at least three (3) years' experience in post.	CONTISS 11	Chief Health Technician
Chief Health Technician	Direct employment of candidates with Registration of the Institute of Medical Laboratory Technology for Technicians cadres with at least fifteen (15) years' post-qualification experience. Promotion avenue for Assistant Chief Health Technician with a minimum of four (4) years' experience in post.	CONTISS 12	

NB: This structure is the same for all Health Technician (Pharmacy Technician, Medical Records Technician, X-Ray Technician, Plaster Room Technician, Dental Technician, Medical Laboratory Technician, Physiotherapy Technician etc.)

31. HEALTH TECHNOLOGIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Health Technologist	<ol style="list-style-type: none"> 1. HND in relevant field from a recognized institution 2. Associate of the British Institute of Surgical Technologist 3. Full Technological Certificate (Technician) of the City and Guilds of London Institute of Technology. 4. WASC (or SS 3) in relevant science subjects plus National Diploma of the Institute of Medical Laboratory Council of Nigeria for Health Technologist plus 3 years' post-qualification experience. 	CONTISS 07	Higher Health Technologist
Senior Health Technologist	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing any of the qualifications for Health Technologist plus at least three (3) years' post-qualification cognate experience. 2. Promotion avenue for Health Technologist with at least three (3) years' experience in post. 	CONTISS 08	Principal Health Technologist II
Principal Health Technologist II	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing qualifications as for Health Technologist with at least six (6) years' cognate post-qualification experience. 2. Promotion avenue for Senior Health Technologist plus at least three (3) years' experience in post. 	CONTISS 09	Principal Health Technologist
Principal Health Technologist I	Promotion avenue for a suitable Principal Health Technologist II plus at least three (3) years' experience in post.	CONTISS 11	Assistant Chief Health Technologist
Assistant Chief Health Technologist	Promotion avenue for a suitable Principal Health Technologist I plus at least three (3) years' experience in post.	CONTISS 12	Chief Health Technologist
Chief Health Technologist	Promotion avenue for a suitable Assistant Chief Health Technologist plus at least four (4) years' experience in post.	CONTISS 13	

32. HERBALIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Junior Consultant Herbalist	Primary School leaving Certificate with Certified Membership of Medical Herbalist (C.M.M.H.)	CONTISS 01	Consultant Herbalist
Consultant Herbalist	1. S.75 Certificate /Junior School Certificate with Certified Membership of Medical Herbalist. 2. Promotion avenue for Junior Consultant Herbalist with at least four (4) years' experience in post.	CONTISS 02	Head Consultant Herbalist
Head Consultant Herbalist	Promotion avenue for Consultant Herbalist with at least four (4) years' experience in post.	CONTISS 03	Senior Consultant Herbalist
Senior Consultant Herbalist	1. Appointment of candidate possessing Senior Secondary School Certificate with credit in English and Biology plus Certified Membership of Medical Herbalist (C.M.M.H.) 2. Promotion avenue for Head Consultant Herbalist with at least four (4) years' in post.	CONTISS 04	Principal Consultant Herbalist
Principal Consultant Herbalist	1. Appointment of candidate possessing OND with C.M.M.H. for Herbalist. 2. Promotion avenue for Senior Consultant Herbalist with at least four (4) year experience. Terminal post for non-Secondary School Certificate Holders.	CONTISS 5	Chief Consultant Herbalist
Chief Consultant Herbalist	1. Appointment of candidate with OND with Certified Membership of Medical Herbalist. 2. Promotion avenue for Principal Consultant Herbalist with at least four (4) years' experience or HND.	CONTISS 6	

33. HORTICULTURIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Horticulturist II	<ol style="list-style-type: none"> 1. A degree in Ornamental Horticulture or related discipline from recognized institutions OR 2. A degree in Botany/Biology/Forestry with Postgraduate Diploma in related discipline from recognized institutions OR 3. O.N.D. in Ornamental Horticulture from recognized institutions plus at least five (5) years relevant post qualification experience OR 4. Equivalent qualifications in the relevant fields from recognized institutions may be considered. 5. Promotion avenue for Assistant Horticulturist with three (3) years' experience in post. (End of progression for non-professionals) 	CONTISS 07 Step 2 CONTISS 07 Step 4 CONTISS 07	Horticulturist I
Horticulturist I	<ol style="list-style-type: none"> 1. As in (1) or (2) above for Horticulturist II plus at least three (3) years relevant post qualification experience OR 2. As in (3) above for Horticulturist II plus at least seven (7) years post qualification experience OR 4. Equivalent qualifications in the relevant fields from recognized institutions may be considered. 5. Promotion avenue for Horticulturist II with at least three (3) years' experience in post. 	CONTISS 08	Senior Horticulturist
Senior Horticulturist	<ol style="list-style-type: none"> 1. As in (1) or (2) above for Horticulturist II plus at least 5 years relevant post qualification experience OR 2. As in (3) above for Horticulturist II plus at least 10 years post qualification experience (End of progression for OND certificate holders) OR 3. Equivalent qualifications in the relevant fields from recognized institutions may be considered. 4. Promotion avenue for Horticulturist I with at least three (3) years' experience in post 	CONTISS 09	Principal Horticulturist
Principal Horticulturist	Promotion avenue for Senior Horticulturist with at least three (3) years' of experience in post.	CONTISS 11	Assistant Chief Horticulturist
Assistant Chief Horticulturist	Promotion avenue for Principal Horticulturist with at least three (3) years' experience in post	CONTISS 12	Chief Horticulturist
Chief Horticulturist	Promotion avenue for Assistant Chief Horticulturist with at least three (3) years' experience in post.	CONTISS 13	Deputy Director (Horticulturist)
Deputy Director (Horticulturist)	Promotion avenue for Chief Horticulturist with a good first degree with at least four (4) years' experience in post, subject to vacancy.	CONTISS 14	

4. INDUSTRIAL OFFICER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Industrial Officer	Higher National Diploma (HND) or its equivalent in fields relevant to Industrial promotion such as Engineering, Science, Social Sciences, Business Management and Marketing.	CONTISS 07	Higher Industrial Officer
Higher Industrial Officer	1. Higher National Diploma (HND) or its equivalent in fields relevant to Industrial promotion such as engineering, science, social sciences, business management and marketing plus three (3) years' experience. 2. Promotion avenue for Industrial Officer with at least three (3) years' experience in post.	CONTISS 08	Senior Industrial Officer
Senior Industrial Officer	1. As for Industrial Officer with at least seven (7) years' experience in post. 2. Promotion avenue for Higher Industrial Officer with at least three (3) years' experience in post.	CONTISS 09	Principal Industrial Officer
Principal Industrial Officer	1. As for Industrial Officer with at least eleven (11) years' post-qualification cognate experience. 2. Promotion avenue for Senior Industrial Officer with at least three (3) years' experience in post.	CONTISS 11	Assistant Chief Industrial Officer
Assistant Chief Industrial Officer	Promotion avenue for Principal Industrial Officer with at least three (3) years' experience in post.	CONTISS 12	Chief Industrial Officer
Chief Industrial Officer	Promotion avenue for Assistant Chief Industrial Officer with at least four (4) years' experience in post.	CONTISS 13	

35. INTERNAL AUDITOR CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Internal Auditor II	A degree in Accountancy from a recognized University with a minimum grade of Second Class (Lower Division) and literacy in computer applications. Possession of professional qualification of any recognized accounting body will be an added advantage.	CONTISS 07	Internal Auditor I
Internal Auditor I	<ol style="list-style-type: none"> 1. A degree in Accountancy from a recognized University with a minimum grade of Second Class (Lower Division) with at least three (3) years' post qualification experience and literacy in computer applications. Membership of recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc.) will be an added advantage. 2. Promotion avenue for deserving Internal Auditor II, with three (3) years' experience in post. 	CONTISS 08	Senior Internal Auditor
Senior Internal Auditor	<ol style="list-style-type: none"> 1. A degree in Accountancy from a recognized University with a minimum grade of second class (lower division) with at least six (6) years' post qualification experience in University accounting system or that of a comparable institution with literacy in computer applications. Membership of a recognized professional accounting body ACA, ACCA, CPA, ACMA, ANAN etc. is compulsory. 2. Promotion avenue for a deserving Internal Auditor I with at least three (3) years' experience in post. 	CONTISS 09	Principal Internal Auditor
Principal Internal Auditor	<ol style="list-style-type: none"> 1. A degree in Accountancy from a recognized University with a minimum grade of second class (lower division) with at least nine (9) years' post qualification experience in University accounting system or that comparable institutions with literacy in computer applications. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. is compulsory. The applicant must have a reasonable knowledge of computerized accounting. 2. Promotion avenue for a Senior Internal Auditor with a minimum of three (3) years' experience in post plus a successful Multiple Choice Test (MCT) on Customer Relations and Basic Detection Methods of Mismanagement of Institution's Fund. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. is compulsory. The applicant must have a reasonable knowledge of computerized Accounting. 	CONTISS 11	Chief Internal Auditor

Chief Internal Auditor	<ol style="list-style-type: none"> 1. A degree in Accountancy from a recognized University with a minimum grade of Second Class (Lower Division) with at least twelve (12) years' post qualification experience in University accounting system or that comparable institutions with literacy in computer applications. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. is compulsory. Possession of a postgraduate diploma/degree in a relevant field will be an added advantage. 2. Promotion avenue for a Principal Internal Auditor with a minimum of three (3) years' experience in post plus a successful Multiple Choice Test (MCT) in Detection of Fund Mismanagement, Delay in Voucher Processing and Enhancement of Processing Procedure. 	CONTISS 13	Director of Internal Audit
Deputy Director of Internal Audit	<ol style="list-style-type: none"> 1. A degree in Accountancy or any related discipline from a recognized University with a minimum grade of Second Class (Lower Division) with at least fifteen (15) years' post-qualification experience in University accounting system or that comparable institution. Adequate knowledge of computer applications and membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. are compulsory. Possession of a Postgraduate Diploma/Degree in a relevant field will be an added advantage. 2. Promotion avenue for a Chief Internal Auditor with four (4) years' experience in post plus a successful Multiple Choice Test (MCT) in Detection of tendency or inclination towards Maladministration and Fund Mismanagement, Preventive Advice and Flag-off Strategy, subject to vacancy. 	CONTISS 14	Director of Internal Audit
Director of Internal Audit	<ol style="list-style-type: none"> 1. Appointment of a suitably qualified professional possessing a degree in Accountancy or any related discipline from a recognized University with a minimum grade of Second Class (Lower Division). The status of the candidate must not be lower than a Deputy Director within the last five (5) years plus adequate relevant administrative experience in the post, subject to vacancy and successful interview by an approved University Selection Panel. Membership of a recognized professional accounting body such as ACA, ACCA, CPA, ACMA, ANAN etc. are compulsory. Possession of a Postgraduate Diploma/Degree in a relevant field will be an added advantage. 	CONTISS 15	

4Selection Panel: Vice Chancellor, Deputy Vice Chancellor (Academics), Deputy Vice-Chancellor (Administration), Registrar, Bursar, Chairman, Committee of Deans, one (1) Director in the Bursary, one(1) External Assessor, Director, Personnel Affairs and Deputy Registrar, ATSE (Secretary).

36. INVESTMENT OFFICER CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Investment Officer II	A good honours degree in Business Administration or Economics from a recognized University with literacy in computer applications.	CONTISS 07	Investment Officer I
Investment Officer I	<p>1. A good honours degree in Business Administration or Economics from a recognized University with literacy in computer applications and at least three (3) years' post-qualification experience in University accounting system or that of a comparable institution.</p> <p>2. Promotion avenue for a deserving Investment Officer II with three (3) years' experience in post.</p>	CONTISS 08	Senior Investment Officer
Senior Investment Officer	<p>1. A good honours degree in Business Administration or Economics from a recognized University with literacy in computer applications and at least six (6) years' post-qualification experience in University accounting system or that of a comparable institution. Possession of a postgraduate diploma/degree in a relevant field will be an added advantage.</p> <p>2. Promotion avenue for a deserving Investment Officer I with three (3) years' experience in post and a successful performance in Multiple Choice Test (MCT) on Investment Enterprises and Targets.</p>	CONTISS 09	Principal Investment Officer
Principal Investment Officer	<p>1. A good honours degree in Business Administration or Economics from a recognized University with literacy in computer applications and at least nine (9) years' post-qualification experience in University accounting system or that of a comparable institution. Possession of a postgraduate diploma/degree in a relevant field is mandatory.</p> <p>2. Promotion avenue for a deserving Senior Investment Officer with a minimum of three (3) years' experience in post plus successful Multiple Choice Test (MCT) in wooing/attracting stakeholder (Internal and External) for donation and investment in liaison with Advancement Office.</p>	CONTISS 11	Chief Investment Officer
Chief Investment Officer	<p>1. A good honours degree in Business Administration or Economics from a recognized University with at least twelve (12) years' post-qualification experience in University accounting system or that of a comparable institution. Possession of a postgraduate diploma/degree in a relevant field will be an added advantage. Literacy in Computer applications is mandatory.</p> <p>2. Promotion avenue for a deserving Principal Investment Officer after a minimum of three (3) years' experience in post plus a successful written test (Essay type) on Investment Management and Multiple Choice Questions (MCQ) on Internally Generated Revenue Strategy.</p>	CONTISS 13	Deputy Director of Investment

Deputy Director of Investment	<ol style="list-style-type: none"> 1. A good honours degree in Business Administration or Economics from a recognized University with at least fifteen (15) years' post-qualification experience in University accounting system or that of a comparable institution. Possession of a postgraduate diploma/degree in a relevant field and literacy in computer applications are mandatory. 2. Promotion avenue for a deserving Chief Investment Officer after a minimum of four (4) years' experience in post, plus a successful performance in Multiple Choice Test (MCT) on growing Institution's Investment, and Internally Generated Revenue enhancement and Attracting Donors in collaboration with Advancement office, subject to vacancy. 	CONTISS 14	Director of Investment and Supplies
Director of Investment and Supplies	Promotion avenue for a deserving Deputy Director of Investment with a minimum of eight (8) years' experience in post, subject to vacancy and after a successful interview by the approved ⁴ University Selection Panel.	CONTISS 15	

⁴**Selection Panel:** Vice Chancellor, Deputy Vice-Chancellor (Academic), Deputy Vice-Chancellor (Administration), Registrar, Bursar, Chairman, Committee of Deans, one (1) Director in the Bursary, one (1) External Assessor, Director, Personnel Affairs and Deputy Registrar, ATSE (Secretary).

37. LABORATORY STAFF CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Laboratory Attendant	Junior Secondary School 3 (JSS 3)	CONTISS 01	Head, Laboratory Attendant
Head, Laboratory Attendant	Promotion avenue for Laboratory Attendant plus four (4) years' experience in post.	CONTISS 02	Laboratory Assistant
Laboratory Assistant	<ol style="list-style-type: none"> 1. General Certificate of Education 'O' Level in four (4) subjects at one sitting including credit passes in two (2) Science subjects or five (5) subjects at two sittings. 2. Proficiency Certificate of the N.I.S.T. 3. Year II Preliminary Examination of the City & Guilds 4. Promotion avenue for Laboratory Attendant with four (4) years' experience in post. Terminal post for Attendant without GCE in two (2) Science subjects or professional certificate) 	CONTISS 03	Senior Laboratory Assistant

Senior Laboratory Assistant	1. As for Laboratory Assistant with GCE O/L or Proficiency certificate of the NIST or Year II certificate of the City and Guilds with at least four (4) years' experience. 2. Promotion avenue for Laboratory Assistant with four (4) years' experience in post.	CONTISS 04	Laboratory Supervisor
Laboratory Supervisor	1. As for Senior Laboratory Assistant but with at least three (3) years' experience. 2. Promotion avenue for Senior Laboratory Assistant with four (4) years' experience in post.	CONTISS 05	Senior Laboratory Supervisor
Senior Laboratory Supervisor	Promotion avenue for Laboratory Supervisor with a least three (3) years' experience in post.	CONTISS 06	Laboratory Superintendent
Laboratory Superintendent	Promotion avenue for Senior Laboratory Supervisor with at least three (3) years' experience in post.	CONTISS 07	Senior Laboratory Superintendent
Senior Laboratory Superintendent	Promotion avenue for Laboratory Superintendent with at least four (4) years' experience in post.	CONTISS 08	

38. LIBRARY OFFICER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Library Officer	Diploma in Library Studies obtained from a recognized Institution and proficiency in computer.	CONTISS 06	Higher Library Officer
Higher Library Officer	1. By direct appointment of a candidate possessing any of the qualifications for Library Officer plus at least three (3) years' post-qualification cognate experience and proficiency in computer. 2. Promotion avenue for a confirmed and suitable Library Officer who had spent at least three (3) years' in post.	CONTISS 07	Senior Library Officer
Senior Library Officer	1. By direct appointment of a candidate possessing any of the qualifications for Library Officer plus at least 8 years' post-qualification cognate experience and proficiency in computer. 2. Promotion avenue for Higher Library Officers with at least three (3) years' experience in post.	CONTISS 08	Principal Library Officer II
Principal Library Officer II	1. By direct appointment of a candidate possessing any of the qualifications for Library Officer plus at least twelve (12) years' post-qualification cognate experience and proficiency in computer.	CONTISS 09	Principal Library Officer I

	2. Promotion avenue for Senior Library Officer with at least three (3) years' experience on that post.		
Principal Library Officer I	Promotion avenue for Principal Library Officer II with at least three (3) years' of experience on that grade.	CONTISS 11	Assistant Chief Library Officer
Assistant Chief Library Officer	Promotion avenue for Principal Library Officer I with a minimum of three (3) years' experience in post.	CONTISS 12	Chief Library Officer
Chief Library Officer	Promotion avenue for an Assistant Chief Library Officer with at least four (4) years' experience in post.	CONTISS 13	

39. MEDICAL IMAGING SCIENTIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Medical Imaging Scientist II/Internee	Direct appointment of candidate possessing Bachelor's degree in Radiography (B. Rad.) from a recognized institution or any other equivalent qualification registrable with the Radiographers Registration Board of Nigeria (RRBN), ICT literacy is required.	CONTISS 07	Medical Imaging Scientist II
Medical Imaging Scientist I	Direct appointment of candidate possessing Bachelor's degree in Radiography (B.Rad.) from a recognized institution or any other equivalent qualification plus one (1) year internship, registration with the Radiographers Registration Board of Nigeria (RRBN) and NYSC.	CONTISS 08	Senior Medical Imaging Scientist
Senior Medical Imaging Scientist	1. Direct appointment of candidate having qualification as for imaging Scientist I above plus at least to (2) years' post qualification relevant experience. ICT knowledge is required. 2. Promotion avenue for Medical Imaging Scientist I with at least three (3) years' experience in post	CONTISS 09	Principal Medical Imaging Scientist
Principal Medical Imaging Scientist	1. Direct appointment of candidate having qualification as for Medical Imaging Scientist I above plus at least five (5) years' post-qualification relevant experience and ICT knowledge. 2. Promotion avenue for Senior Medical Imaging Scientist with at least three (3) years' experience in post	CONTISS 11	Assistant Chief Medical Imaging Scientist

Assistant Chief Medical Imaging Scientist	Promotion avenue for Principal Medical Imaging Scientist with at least three (3) years' experience in post	CONTISS 12	Chief Medical Imaging Scientist
Chief Medical Imaging Scientist	Promotion avenue for a suitable Assistant Chief Medical Imaging Scientist with at least three (3) years' experience in post.	CONTISS 13	Deputy Director
Deputy Director of Medical Imaging Science	Promotion avenue for a suitable Chief Medical Imaging Scientist with a good University degree and at least four (4) years' experience in post, subject to vacancy.	CONTISS 14	

40. MEDICAL LABORATORY TECHNOLOGIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Medical Laboratory Technologist Grade II	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing Associate Membership of the Institute of Medical Laboratory Technologists (A.I.M.L.T.) of Nigeria plus ICT literacy. 2. WASC or SSSC plus National Diploma of the Institute of Medical Laboratory Technologist (obtained after four (4) years' course) and the registration of the Medical Laboratory Council of Nigeria for Health Technologists. ICT literacy is compulsory. 	CONTISS 07	Medical Laboratory Technologist Grade I
Medical Laboratory Technologist Grade I	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing any of the qualifications specified for a Medical Laboratory Technologist II OR 2. Fellowship certificate of the Institute of Medical Laboratory Technologists (FIMLT) plus at least two (2) years' post-fellowship professional experience. 3. By promotion of a confirmed and suitable Medical Laboratory Technologist II with at least three (3) years' experience in post. 	CONTISS 08	Senior Medical Laboratory Technologist
Senior Medical Laboratory Technologist	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing any of the qualifications specified for a Medical Laboratory Technologist II plus at least six (6) years' experience in medical laboratory technology, OR 2. Fellowship certificate of the Institute of Medical Laboratory Technologists (F.I.M.L.T.) with at least five (5) years' professional experience. 3. Promotion avenue for a Senior Medical Laboratory Technologist with at least three (3) years' experience in post. 	CONTISS 09	Principal Laboratory Technologist

Principal Medical Laboratory Technologist	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing any of the qualifications specified for a Medical Laboratory Technologist II with at least nine (9) years' experience in Medical Laboratory Technology OR 2. Fellowship certificate of the Institute of Medical Laboratory Technologists (FIMLT) plus at least 8 years' experience in medical laboratory technology. 3. Promotion avenue for a Senior Medical Laboratory Technologist with at least three (3) years' experience in post. 	CONTISS 11	Assistant Chief Medical Laboratory Technologist
Assistant Chief Medical Laboratory Technologist	<ol style="list-style-type: none"> 1. By direct appointment of a candidate with qualifications as for Principal Laboratory Technologist with at least twelve (12) years' post-qualification experience. OR 2. Fellowship certificate of the Institute of Medical Laboratory Technologist (FIMLT) of Nigeria plus at least eleven (11) years' post Fellowship experience. 3. Promotion avenue for Principal Medical Laboratory Technologist with a minimum of three (3) years' experience in the post. 	CONTISS 12	Chief Medical Laboratory Technologist
Chief Medical Laboratory Technologist	<ol style="list-style-type: none"> 1. By direct appointment of a candidate with qualifications as for Assistant Chief Medical Laboratory Technologist with at least fifteen (15) years' post qualification experience. 2. Promotion avenue for a suitable Assistant Chief Medical Laboratory Technologist with a minimum of four (4) years' experience in the post 	CONTISS 13	

41. MEDICAL LABORATORY SCIENTISTS CADRE

CADRE	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Medical Laboratory Scientist Grade II	By direct appointment of a candidate possessing a degree in Medical Laboratory Science, registrable with the Institute of Medical Laboratory Technologists of Nigeria.	CONTISS 07	Medical Laboratory Scientist Grade I
Medical Laboratory Scientist Grade I	<ol style="list-style-type: none"> 1. By promotion of a confirmed and suitable Medical Laboratory Scientist Grade II who has spent three (3) years on the grade. 2. By direct appointment of a candidate possessing a recognised Master's degree in Medical Laboratory Science plus at least one year post-qualification cognate experience. 	CONTISS 08	Senior Medical Laboratory Scientist

Senior Medical Laboratory Scientist	<ol style="list-style-type: none"> 1. By promotion of a confirmed and suitable Medical Laboratory Scientist Grade I who has spent three (3) years on the grade. 2. By direct appointment of a candidate possessing a degree in Medical Laboratory Science registrable with the Institute of Medical Laboratory Technologist of Nigeria plus six (6) years' experience on the grade. 	CONTISS 09	Principal Medical Laboratory Scientist
Principal Medical Laboratory Scientist	<ol style="list-style-type: none"> 1. By promotion of a confirmed and suitable Senior Medical Scientist who has spent three (3) years on the grade. 2. By direct appointment of a candidate possessing qualification specified above plus at least nine (9) years post-qualification cognate experience. 	CONTISS 11	Assistant Chief Medical Laboratory Scientist
Assistant Chief Medical Laboratory Scientist	By promotion of a confirmed and suitable Principal Medical Scientist who has spent at least three (3) years on the grade.	CONTISS 12	Chief Medical Laboratory Scientist
Chief Medical Laboratory Scientist	By promotion of a confirmed and suitable Assistant Chief Medical Laboratory Scientist who has spent three (3) years on the grade	CONTISS 13	Assistant Director
Assistant Director (Medical Laboratory)	By promotion of a confirmed and suitable Chief Medical Laboratory Scientist who has spent four (4) years on the grade, subject to vacancy	CONTISS 14	

42. MEDICAL OFFICER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Medical Officer	By direct appointment of a candidate possessing a degree in Medicine registrable with the Medical and Dental Council of Nigeria (MDCN) from a recognized institution plus at least one year post-registration cognate experience.	CONMESS 02	Senior Medical Officer II
Senior Medical Officer II	1. By direct appointment of a candidate possessing qualification as a Medical Officer plus at least four (4) years' post-registration cognate experience including the National Youth Service. 2. Promotion avenue for Medical Officer with at least three (3) years' experience in post.	CONMESS 03	Senior Medical Officer I
Senior Medical Officer I	1. By direct appointment of a candidate possessing qualification as a Medical Officer plus at least 7 years' post-registration cognate experience including the National Youth Service. 2. Promotion avenue for Senior Medical Officer II with at least three (3) years' experience in post.	CONMESS 04	Principal Medical Officer II
Principal Medical Officer II	1. By direct appointment of a candidate possessing qualification as a Medical Officer plus at least ten (10) years' post-registration cognate experience including the National Youth Service. 2. Promotion avenue for Senior Medical Officer I with at least three (3) years' experience in post.	CONMESS 05	Principal Medical Officer I
Principal Medical Officer I	Promotion avenue for a suitable Principal Medical Officer II with at least three (3) years' experience in post, subject to vacancy.	CONMESS 06	Chief Medical Officer
Chief Medical Officer	Promotion avenue for a suitable Principal Medical Officer I, after a minimum of four (4) years' experience in post, subject to vacancy.	CONMESS 07	
Director of Medical and Health Services	By appointment of a suitable Medical Officer, not below the status of Principal Medical Officer, with a minimum of fifteen (15) years' post-registration cognate experience.	CONMESS 07	

43. MEDICAL RECORDS OFFICER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Medical Records Officer II	By direct appointment of a candidate possessing a good Bachelor's degree in Medical Records Science from a recognized University or its equivalent.	CONTISS 07	Medical Records Officer I
Medical Records Officer I	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing Master degree in Medical Records Science from an approved University. 2. By direct appointment of a candidate possessing a Bachelor's degree in Records Science from a recognized University or its equivalent plus at least two (2) years' cognate experience. 3. Promotion avenue for a suitable Medical Record Officer II after a minimum of three (3) years' experience in the grade. 	CONTISS 08	Senior Medical Records Officer
Senior Medical Records Officer	<ol style="list-style-type: none"> 1. By direct appointment of a candidate possessing, <ol style="list-style-type: none"> (a) qualifications as for Medical Records Officer II plus at least five (5) years' cognate experience, OR (b) Master degree in Medical Records Science from an approved University plus two (2) years' cognate experience. 2. Promotion Avenue for a suitable Medical Record Officer I plus a minimum of three (3) years' experience in the post. 	CONTISS 09	Principal Medical Records Officer
Principal Medical Records Officer	<ol style="list-style-type: none"> 1. Direct appointment of candidate possessing: <ol style="list-style-type: none"> (a) qualifications as for Medical Records Officer II plus at least eight (8) years' cognate experience, OR (b) Master degree in Medical Records Science from an approved University plus five (5) years' cognate experience. 2. Promotion of a confirmed and suitable Senior Medical Records Officer after a minimum of three (3) years' experience in the post. 	CONTISS 11	Chief Medical Records Officer

Chief Medical Records Officer	Promotion avenue for a suitable Assistant Chief Medical Records Officer after a minimum of three (3) years' experience in post.	CONTISS 13	Deputy Director of Medical Records
Deputy Director of Medical Records	Promotion avenue for a suitable Chief Medical Records Officer with a minimum of four (4) years' experience in post, subject to vacancy.	CONTISS 14	

44. MORTUARY STAFF CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Mortuary Attendant II	Primary six Certificate or higher qualification.	CONTISS 01	Mortuary Attendant I
Mortuary Attendant I	Primary six certificate plus three (3) years' experience as Mortuary attendant II .	CONTISS 02	Senior Mortuary Attendant II
Senior Mortuary Attendant II	Promotion avenue for Mortuary Attendant I plus three (3) years' experience in post	CONTISS 03	Senior Mortuary Attendant I
Senior Mortuary Attendant I	Promotion avenue for Mortuary Attendant II plus three (3) years' experience.	CONTISS 04	Head Mortuary Attendant
Head Mortuary Attendant	Promotion avenue for Senior Mortuary Attendant I plus three (3) years' experience in post.	CONTISS 05	Chief Mortuary Attendant
Chief Mortuary Attendant	Promotion for Head Mortuary Attendant with three (3) years' experience in post.	CONTISS 06	Mortuary Supervisor
Mortuary Supervisor	Promotion avenue for Chief Mortuary Attendant with three (3) years' experience in post.	CONTISS 07	Mortuary Superintendent
Mortuary Superintendent	Promotion avenue for Mortuary Supervisor with at least four (4) years' in post.	CONTISS 08	

45. NETWORK ADMINISTRATOR CADRE

POST	QUALIFICATION REQUIRE	SALARY SCALE	NEXT GRADE
Network Administrator II	A good University degree in Computer Science /Informatics/ Electrical Electronics or related discipline.	CONTISS 07	Network Administrator I
Network Administrator I	1. An appointment of a candidate with qualifications as for Network Administrator II plus at least two (2) years relevant experience with or similar ICT certification, OR Candidate with Master degree in Computer Science/Informatics or related discipline plus equivalent professional qualification with proven skills in network troubleshooting. 2. Promotion avenue for Network Administrator II with three (3) years' experience in post.	CONTISS 08	Senior Network Administrator
Senior Network Administrator	1. By appointment of a candidate with qualifications as for Network Administrator II plus at least five (5) years' post qualification relevant experience OR Candidate with Master degree in Computer Science/Informatics or related discipline plus two (2) years' post-qualification relevant experience. 2. Promotion avenue for Network Administrator I with three (3) years' experience in post.	CONTISS 09	Principal Network Administrator
Principal Network Administrator	1. By appointment of a candidate with qualifications as for Network Administrator II plus at least eight (8) years' post qualification relevant experience OR Candidate with Master degree in Computer Science/Informatics or related discipline plus five (5) years' post-qualification relevant experience. Registration with CPN or COREN is compulsory. 2. Promotion avenue for Senior Network Administrator with at least three (3) years' experience in post.	CONTISS 11	Chief Network Administrator
Chief Network Administrator	Promotion avenue for a confirmed and suitable Principal System Administrator with at least three (3) years' experience in post.	CONTISS 13	Deputy Director
Deputy Director	By promotion of a confirmed and suitable Chief System Administrator with at least four (4) years' experience in post, subject to vacancy.	CONTISS 14	Director
Director	By promotion of a confirmed and suitable Deputy Director, Network Administration with at least six (6) years' experience in post, subject to vacancy.	CONTISS 15	

ICT Director	Appointment of a suitable ICT professional with status not lower than a Deputy Director within the last five (5) years' plus adequate relevant administrative experience in the post, subject to vacancy and successful interview by an approved University Selection Panel.	CONTISS 15	
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46. NURSING OFFICER

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Nursing Officer II	By direct appointment of a candidate possessing a recognized B.Sc. in Nursing/ Health Education/ Nursing Administration/Medical Social Work (Health Care Option)/ Medical Sociology/Public Health/Nutrition/Psychology or any other allied programmes plus the registration of the Nursing and Midwifery Council of Nigeria (NMCN)	CONTISS 07	Nursing Officer I
Nursing Officer I	1. By direct appointment of a candidate possessing any of the qualifications for Nursing Officer II plus at least three (3) years' post qualification cognate experience. 2. Promotion avenue for suitable Nursing Officer II with at least three (3) years' experience in post.	CONTISS 08	Senior Nursing Officer
Senior Nursing Officer	1. By direct appointment of a candidate possessing any of the qualifications for Nursing Officer II plus at least six (6) years' post qualification cognate experience. 2. Promotion avenue for suitable Nursing Officer I with at least three (3) years' experience in post.	CONTISS 09	Principal Nursing Officer
Principal Nursing Officer	Promotion avenue for Senior Nursing Officer with at least three (3) years' experience in post.	CONTISS 11	Assistant Chief Nursing Officer
Assistant Chief Nursing Officer	Promotion avenue for Principal Nursing Officer with at least three (3) years' experience in post.	CONTISS 12	Chief Nursing Officer
Chief Nursing Officer	Promotion avenue for Assistant Chief Nursing Officer with at least three (3) years' experience in post. Terminal post for any Nursing Officer without a recognized B. Sc. degree.	CONTISS 13	Deputy Director of Nursing.
Deputy Director of Nursing	Promotion avenue for a suitable Chief Nursing Officer with a minimum of four (4) years' experience in post (subject to vacancy).	CONTISS 14	

47. NURSING SUPERINTENDENT CADRE

DESIGNATION	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Staff Nurse/Staff Midwife	By direct appointments of a candidate possessing the NRN and the NRM or equivalent qualification who has duly registered with the Nursing and Midwife Council of Nigeria (NMCN).	CONTISS 06	Nursing Superintendent /Midwifery Sister
Nursing Sister/Nursing Superintendent/ Midwifery Sister	1. By direct appointment of a candidate possessing the NRN plus NRM who has duly registered with the Nursing and Midwife Council of Nigeria (NMCN) with at least two (2) years' relevant experience. 2. Promotion Avenue for a confirmed and suitable Staff Nurse/ Staff Midwife with three (3) years' experience in post.	CONTISS 07	Senior Nursing Sister/Senior Nursing Superintendent
Senior Nursing Sister/Senior Nursing Superintendent	1. By direct appointment of a candidate possessing the NRN and NRM who has registered with the Nursing and Midwifery Council of Nigeria (NMCN) and obtained at least seven (7) years' post-qualification cognate experience. 2. Promotion Avenue for a confirmed and suitable Nursing Sister/Nursing Superintendent/Midwifery Sister with at least three (3) years' experience in post and obtained dual qualification of NRN and NRM.	CONTISS 08	Matron Grade II/ Principal Nursing Superintendent II
Matron Grade II/Principal Nursing Superintendent Grade II	1. By direct appointment of a candidate possessing the NRN plus NRM and the registration of (NMCN) and at least eleven (11) years' post-qualification cognate experience. 2. Promotion Avenue for a confirmed and suitable Senior Nursing Sister/Senior Nursing Superintendent with a minimum of three (3) years' experience in post.	CONTISS 09	Matron Grade I/ Principal Nursing Superintendent I
Matron Grade I/ Principal Nursing Superintendent Grade I	Promotion avenue for a confirmed and suitable Matron Grade II/Principal Nursing Superintendent Grade II with at least three (3) years' experience in post.	CONTISS 11	Senior Matron/ Assistant Chief Nursing Superintendent
Senior Matron/Assistant Chief Nursing Superintendent	By promotion of a confirmed and suitable Matron Grade I/Principal Nursing Superintendent Grade I with at least three (3) years' experience in post.	CONTISS 12	Chief Matron/Chief Nursing Superintendent
Chief Matron/ Chief Nursing Superintendent	Promotion avenue for a confirmed and suitable Senior Matron/Assistant Chief Nursing Superintendent with at least four (4) years' experience in post.	CONTISS 13	

48. OPTOMETRIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Optometrist	Direct appointment of candidate possessing B.Sc. Optometry degree or its equivalent qualification from a recognized institution and Doctor of Optometry (OD) degree or equivalent qualification registrable with the Optometrists and Dispensing Opticians Boards of Nigeria and has successfully completed the National Youth Service Corps Scheme or obtained the NYSC Certificate of exemption. ICT literacy is required.	CONTISS 09	Senior Optometrist II
Senior Optometrist II	1. Direct appointment of candidate with qualification as for Optometrist plus at least three (3) years' post registration cognate experience. 2. Promotion Avenue for Optometrist with at least three (3) years' experience in post.	CONTISS 10	Senior Optometrist I
Senior Optometrist I	Promotion avenue for Senior Optometrist II with at least three (3) years' experience in post.	CONTISS 11	Principal Optometrist II
Principal Optometrist II	Promotion avenue for Senior Optometrist I with at least three (3) years' experience in post.	CONTISS 12	Principal Optometrist I
Principal Optometrist I	Promotion avenue for Principal Optometrist II with at least three (3) years' experience in post.	CONTISS 13	Deputy Director of Optometry
Deputy Director of Optometry	Promotion avenue for Principal Optometrist I with at least four (4) years' experience in post, subject to vacancy.	CONTISS 14	

49. PHARMACIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Pupil Pharmacist	Direct appointment of a candidate with a degree in Pharmacy register-able with the Pharmacist Registration Board of Nigeria (PRBN). ICT Literacy in required.	CONTISS 08	Pharmacist I
Pharmacist	By direct appointment of a candidate possessing Bachelor of Pharmacy degree with evidence of registration with the PRBN plus at least one (1) year post-registration cognate experience. ICT literacy is required.	CONTISS 09	Senior Pharmacist
Senior Pharmacist	1. By direct appointment of a candidate with the appropriate qualification as for Pharmacist and at least four (4) years' post-registration cognate experience. 2. By promotion of a confirmed and suitable Pharmacist with at least three (3) years' experience in post.	CONTISS 11	Principal Pharmacist
Principal Pharmacist	1. By direct appointment of a candidate with the requisite qualification as for Pharmacist plus at least seven (7) years' post registration cognate experience. 2. By promotion of a confirmed and suitable Senior Pharmacist with at least three (3) years' experience in post.	CONTISS 12	Assistant Chief Pharmacist
Chief Pharmacist	1. By direct appointment of a candidate with the requisite qualification as for Pharmacist plus at least 10 years' post registration cognate experience 2. By promotion of a confirmed and suitable Principal Pharmacist with at least three (3) years' experience in post.	CONTISS 13	Deputy Director of Pharmacy
Deputy Director of Pharmacy	By promotion of a suitable Chief Pharmacist with at least four (4) years' experience in post, subject to vacancy.	CONTISS 14	

50. PLANNING OFFICER (ACADEMIC PLANNING) CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Planning Officer II	By appointment of a candidate with a good honors degree from a recognized University in any of the following fields: Economics, Statistics, Mathematics, Computer Science, Educational Management with bias in Mathematics/Statistics/ Economics and successful completion of N.Y.S.C.	CONTISS 07	Planning Officer I
Planning Officer I	<ol style="list-style-type: none"> 1. By direct appointment of a candidate with a good honors degree from a recognized University in any of the following field Economics, Statistics, Mathematics, Computer Science, Educational Management with bias in Mathematics/Statistics/ Economics plus three (3) years relevant experience in the planning Unit of a University and/or University administration. 2. Promotion avenue for a Planning Officer II with a minimum of three (3) years' experience in post. 	CONTISS 08	Senior Planning Officer
Senior Planning Officer	<ol style="list-style-type: none"> 1. By direct appointment of a candidate with a good honors degree from a recognized University in any of the following fields: Economics, Statistics, Mathematics, Computer Science, Educational Management with bias in Mathematics/Statistics Economics plus six (6) years relevant experience in the Planning Unit of a University and/or university administration OR 2. By direct appointment of a candidate with Master's degree or equivalent plus at least three (3) years relevant working experience in the Planning Unit of a University and/or University administration. 3. Promotion avenue for a Planning Officer I with a minimum of three (3) years' experience in post. 	CONTISS 09	Principal Planning Officer
Principal Planning Officer	<ol style="list-style-type: none"> 1. Appointment of a candidate with a good honors degree from a recognized University in any of the following fields: Economics, Statistics, Mathematics, Computer Science, and Educational Management with bias in Mathematics/Statistics/ Economics. The candidate should preferably have a post-graduate degree plus five (5) years relevant experience in the Planning unit of a University and/or University administration. 2. Promotion avenue for a Senior Planning Officer with a least three (3) years' experience in post. 	CONTISS 11	Chief Planning Officer

Chief Planning Officer	<p>1. By appointment of a candidate with a good honors degree from a recognized university in any of the following fields: Economics, Statistics, Mathematics, Computer Science, and Educational Management with bias in Mathematics/Statistics Economics. Candidate should preferably have a post-graduate degree plus nine (9) years relevant experience in the planning unit of a university and/or university administration.</p> <p>2. Promotion avenue for a Principal Planning Officer with at least three (3) years' experience in post.</p>	CONTISS 13	Deputy Director Planning
Deputy Director, (Academic Planning)	<p>1. By appointment of a candidate with a good honors degree from a recognized university in any of the following fields: Economics, Statistics, Mathematics, Computer Science, and Educational Management with bias in Mathematics/Statistics/Economics. Should preferably have a post-graduate degree plus twelve (12) years relevant experience in the Planning Unit of a University and/or University administration.</p> <p>2. Promotion avenue for a Chief Planning Officer with at least four (4) years' experience in post, subject to vacancy.</p>	CONTISS 14	Director of Planning
Director of Planning	<p>1. By appointment of a suitable candidate with a good honors degree from a recognized University in any of the following fields: Economics, Statistics, Mathematics, Computer Science, and Educational Management with bias in Mathematics/Statistics/ Economics. The candidate should preferably have a post-graduate degree plus fifteen (15) years' relevant experience in the Planning Unit of a University and/or University administration.</p> <p>2. Promotion avenue for a suitable Deputy Director of Planning with eight (8) years' experience, subject to vacancy and successful competitive interview by an approved University Selection Panel.</p>	CONTISS 15	

51. PLANNING OFFICER (PHYSICAL PLANNING) CADRE

POST	QUALIFICATION AND EXPERIENCE REQUIRED	SALARY SCALE	NEXT GRADE
Planning Officer II	A degree in Urban & Regional Planning, Estate Management, Geography or Land Surveying from a recognized University. Added advantage is the possession of professional qualification of the Nigerian Institute of Town Planners or Associateship of the Royal Town Planning Institute of Great Britain. Computer literacy is required.	CONTISS 7	Planning Officer
Planning Officer I	1. A degree in Urban & Regional Planning, Estate Management, Geography or Land Surveying from a recognized University with at least three (3) years' post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigeria Institute of Town Planners or Associateship of the Royal Town Planning Institute of Great Britain. Computer literacy is required. 2. Promotion avenue for Planning Officer II after three (3) years' experience in post.	CONTISS 8	Senior Planning Officer
Senior Planning Officer	1. A degree in Urban & Regional Planning, Estate Management, Geography or Land Surveying from a recognize University with at least six (6) years' post qualification cognate experience. Added advantage is the possession of professional qualification of the Nigeria Institute of Town Planners or Associateship of the Royal Town Planning Institute of Great Britain. Computer literacy is required. 2. Promotion avenue for Planning Officer I after three (3) years' experience in post.	CONTISS 9	Principal Planning Officer
Principal Planning Officer	1. A degree in Urban & regional Planning, Estate Management, Geography or land Surveying from a recognize University with at least nine (9) years' post qualification cognate experience plus possession of professional qualification of the Nigeria Institute of Town Planners and registrable with the Town Planner Registration Council of Nigeria. Computer literacy is required. 2. Promotion avenue for Senior Planning Officer after three (3) years' experience in post.	CONTISS 11	Chief Planning Officer
Chief Planning Officer	1. A degree in Urban & regional Planning,, Estate Management, Geography or land Surveying from a recognize University with at least twelve (12) years post qualification cognate experience plus possession of professional qualification of the Nigeria Institute of Town Planners and registrable with the Town Planner Registration Council of Nigeria. Computer literacy is required. 2. Promotion Avenue for Principal Planning Officer after three (3) years' experience in post.	CONTISS 13	Deputy Director of Physical Planning

Deputy Director of Physical Planning	<p>1. A degree in Urban & Regional Planning, Estate Management, Geography or land Surveying from a recognize University with at least fifteen (15) years' post qualification cognate experience plus possession of professional qualification of the Nigeria Institute of Town Planners and registrable with the Town Planner Registration Council of Nigeria. Computer literacy is required.</p> <p>2. Promotion Avenue for Chief Planning Officer after four (4) years' experience in post, subject to vacancy.</p>	CONTISS 14	Director of Physical Planning
Director of Physical Planning & Development	Appointment of a candidate with a good honours degree in Urban & Regional Planning, Estate Management, Civil Engineering, Building, Architecture, Quantity Surveying, Geography or Land Surveying from a recognized University with at least eighteen (18) years' post qualification cognate experience plus possession of professional qualification of the Nigeria Institute of Town Planners and registrable with the Town Planner Registration Council of Nigeria. M.Sc. in related field or MBA will be added advantage. Computer literacy is required.	CONTISS 15	

52. PRINTING STAFF CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Senior Printer	<p>1. Direct appointment of candidate with at least 3 Passes in SSCE/GCE including English Language plus eight (8) years' printing experience and ability to supervise the work of the section.</p> <p>2. Promotion avenue for Printer with four (4) years' experience in post.</p>	CONTISS 05	Foreman Printer
Foreman Printer	<p>1. Basic qualification as for Senior Printer with at least ten (10) years' experience as Master Printer with experience in all branches of printing.</p> <p>2. Promotion avenue for a Senior Printer with four (4) years' experience in post. Terminal post for printing staff without professional qualifications.</p>	CONTISS 06	
Assistant Superintendent of Press	Direct appointment of candidate possessing W.A.S.C. with Ordinary Certificate of the City and Guilds in Printing and Technology plus five (5) years' post qualification cognate experience.	CONTISS 06	Superintendent of Press
Superintendent of Press	1. Direct appointment of candidate possessing W.A.S.C. plus Advanced Certificate of the City and Guilds in Printing and Technology plus eight (8) years' post qualification cognate experience.	CONTISS 07	Higher Superintendent of Press

	2. Promotion avenue for Assistant Superintendent of Press with at least three (3) years' experience in post.		
Higher Superintendent of Press	Promotion avenue for Superintendent of Press plus at least three (3) years' experience in post.	CONTISS 08	Senior Superintendent of Press
Senior Superintendent of Press	Promotion avenue for Higher Superintendent of Press with at least four (4) years' experience in post.	CONTISS 09	

53. QUANTITY SURVEYOR CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Quantity Surveyor II	A degree in Quantity Surveying from a recognized University. Added advantage is the possession of professional qualification of the Nigerian Institute of Quantity Surveyors or Royal Institute of Chartered Surveyors. ICT literacy is required.	CONTISS 07	Quantity Surveyor I
Quantity Surveyor I	1. A degree in Quantity Surveying from a recognized University with at least two (2) years' post-qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Quantity Surveyors or Royal Institute of Chartered Surveyors. ICT literacy is required. 2. By promotion of a suitable Quantity Surveyor Grade II with at least three (3) years' experience in post.	CONTISS 08	Senior Quantity Surveyor
Senior Quantity Surveyor	1. A degree in Quantity Surveying from a recognized University with at least five (5) years' post-qualification cognate experience. Added advantage is the possession of professional qualification of the Nigerian Institute of Quantity Surveyors or Royal Institute of Chartered Surveyors. ICT literacy is required. 2. By promotion of a suitable Quantity Surveyor Grade I with at least three (3) years' experience in post.	CONTISS 09	Principal Quantity Surveyor

Principal Quantity Surveyor	<ol style="list-style-type: none"> 1. A degree in Quantity Surveying from a recognized University with at least eight (8) years' post-qualification cognate experience plus possession of professional qualification of the Nigerian Institute of Quantity Surveyors or Royal Institute of Chartered Surveyors and registrable with the Quantity Surveying Board of Nigeria. ICT literacy is required. 2. Promotion of a suitable Senior Quantity Surveyor with at least three (3) years' experience in post. 	CONTISS 11	Chief Quantity Surveyor
Chief Quantity Surveyor	<ol style="list-style-type: none"> 1. A degree in Quantity Surveying from a recognized University with at least eleven (11) years' post-qualification cognate experience plus possession of professional qualification of the Nigerian Institute of Quantity Surveyors or Royal Institute of Chartered Surveyors and registrable with the Quantity Surveying Board of Nigeria. ICT literacy is required. 2. Promotion Avenue for a suitable Principal Quantity Surveyor with at least three (3) years' experience in post. 	CONTISS 13	Deputy Director, Quantity Surveying
Deputy Director, Quantity Surveying	<ol style="list-style-type: none"> 1. A degree in Quantity Surveying from a recognized University with at least fourteen (14) years' post-qualification cognate experience plus possession of professional qualification of the Nigerian Institute of Quantity Surveyors or Royal Institute of Chartered Surveyors and registrable with the Quantity Surveying Board of Nigeria. ICT literacy is required. 2. Promotion of a suitable Chief Quantity Surveyor with at least four (4) years' experience in post, subject to vacancy. 	CONTISS 14	Director
Director of Physical Planning & Development	Appointment of a candidate with a good honours degree in Quantity Surveying from a recognized University with at least eighteen (18) years' post-qualification cognate experience plus possession of professional qualification of the Nigerian Institute of Quantity Surveyors or Royal Institute of Chartered Surveyors and registrable with the Quantity Surveying Board of Nigeria. M. Sc. in related field or MBA will be an added advantage. ICT literacy is required.	CONTISS 15	

54. RADIOGRAPHER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Radiographer	By appointment of candidate possessing the Diploma of Society of Radiographers (DSR or DCR) London or Certificate of Membership of Radiographers or any other equivalent qualification from a recognized institution plus one year N.Y.S.C. and ICT literacy.	CONTISS 07	Higher Radiographer
Higher Radiographer	1. By direct appointment of candidate with qualification as for Radiographer plus two (2) years' cognate post-qualification experience and ICT literacy. 2. Promotion avenue for Radiographer with at least three (3) years' experience in post.	CONTISS 08	Senior Radiographer
Senior Radiographer	1. By direct appointment of candidate with qualification as for Radiographer plus 5 years' cognate post-qualification experience and ICT literacy. 2. Promotion avenue for Higher Radiographer with at least three (3) years' experience in post.	CONTISS 09	Principal Radiographer
Principal Radiographer	1. By direct appointment of candidate with qualification as for Radiographer plus eight (8) years' cognate post-qualification experience and ICT literacy. 2. Promotion avenue for Principal Radiographer with at least three (3) years' experience in post.	CONTISS 11	Assistant Chief Radiographer
Assistant Chief Radiographer	1. By direct appointment of candidate with qualification as for Radiographer plus 11 years' cognate post-qualification experience and ICT literacy. 2. By promotion of a suitable Principal Radiographer with at least three (3) years' experience in post.	CONTISS 12	Chief Radiographer
Chief Radiographer	1. By direct appointment of candidate with qualification as for Radiographer plus at least thirteen (13) years' cognate experience. 2. By promotion of a suitable Assistant Chief Radiographer with at least four (4) years' experience in post.	CONTISS 13	

55. SECRETARIAL ASSISTANT CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Secretarial Assistant I	<p>1. Three (3) passes in GCE/SSC or five (5) passes at two sittings, one of which must be in English Language or Literature in English at 'Credit' level plus 50 W.P.M. in Typewriting (Pitman, R.S.A., or Open Grading Test) plus four (4) years' experience in post as Secretarial Assistant II. Computer literacy is compulsory.</p> <p>2. Direct appointment of ND holder or its equivalent plus Credit pass in English Language. Computer literacy is compulsory.</p> <p>3. Promotion avenue for Secretarial Assistant II with four (4) years' experience in post in addition to having Credit Pass in English Language and 3-yearly word processing re-certification.</p> <p>4. Terminal post for Secretarial Assistant II with JSS 3, as basic qualification, plus four (4) years' experience in post.</p>	CONTISS 05	Senior Secretarial Assistant II
Senior Secretarial Assistant II	Promotion avenue for Secretarial Assistant I plus three (3) years' experience in post with Credit in English Language.	CONTISS 06	Senior Secretarial Assistant I
Senior Secretarial Assistant I	Promotion avenue for Senior Secretarial Assistant II plus three (3) years' experience in post.	CONTISS 07	Deputy Chief Secretarial Assistant
Deputy Chief Secretarial Assistant	Promotion avenue for Senior Secretarial Assistant I with at least three (3) years' experience in post.	CONTISS 08	Chief Secretarial Assistant
Chief Secretarial Assistant	Promotion avenue for outstanding Deputy Chief Secretarial Assistant with relevant additional qualifications plus four (4) years' experience in post.	CONTISS 09	

56. SECURITY ASSISTANT CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Head Security Assistant/Head Fire Assistant	Promotion avenue for Senior Security Assistant/Senior Fire Assistant with three (3) years' experience in post.	CONTISS 05	Principal Security Assistant II/Principal Fire Assistant II
Principal Security Assistant II/Principal Fire Assistant II	Promotion avenue for Head Security Assistant/Head Fire Assistant with at least three (3) years' experience in post. Terminal position for Head Security Assistant without additional relevant academic or recognized professional qualification.	CONTISS 06	Principal Security Assistant I/Principal Fire Assistant I
Principal Security Assistant I/Principal Fire Assistant I	Promotion avenue for Principal Security Assistant II / Principal Fire Assistant II with at least three (3) years' experience in post <u>plus</u> OAU Certificate Course in Security Operations.	CONTISS 07	Chief Security Assistant
Chief Security Assistant	Promotion avenue for Principal Security Assistant I/Principal Fire Assistant I with at least four (4) years' experience in post.	CONTISS 08	

57. SECURITY OFFICER CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Security Officer II/ Fire Officer II	<ol style="list-style-type: none"> By direct appointment of candidate with HND or Bachelor degree holders in relevant courses from a recognized tertiary educational institution. Promotion avenue for Chief Security Assistant/Chief Fire Assistant with additional relevant academic or recognized professional qualification such as basic Fire Fighting Certificate or equivalent for Fire Officer; Diploma in Security Management or equivalent skills in security operations in tertiary institutions, national or state security establishments plus the minimum basic academic qualification of five (5) Credits in GCE/SSCE/NECO. 	CONTISS 07	Security Officer I/ Fire Officer I
Security Officer I/ Fire Officer I	Promotion avenue for Security Officer II/Fire Officer II with at least three (3) years' experience in post and continuous good performance during the period.	CONTISS 08	Senior Security Officer/Senior Fire Officer
Senior Security/Fire Officer	Promotion avenue for Security Officer I/Fire Officer I with at least three (3) years' experience in post and continuous good performance during the period.	CONTISS 09	Principal Security/ Fire Officer II

Principal Security/Fire Officer II	Promotion avenue for Senior Security Officer/ Senior Fire Officer with at least three (3) years' experience in post and continuous good performance during the period.	CONTISS 11	Principal Security/ Fire Officer I/ ACSO for degree holders
Principal Security/Fire Officer I	Promotion for Principal Security Officers II/Principal Fire Officer II without a good honours degree plus at least three (3) years' experience in post and continuous good performance during the period	CONTISS 12	Assist Chief Security/ Fire Officer
Assistant Chief Security/Fire Officer	1. Promotion avenue for Principal Security Officer I/Principal Fire Officer I with at least four (4) years' experience in post and a good report during the period. 2. Promotion avenue for a Principal Security Officer II/Principal Fire Officer II with a good honours degree plus at least four (4) years' experience in post.	CONTISS 13	Chief Security Officer
Chief Security Officer	By appointment of candidates with relevant qualifications and at least fifteen (15) years' experience in Security operations in recognized tertiary Institutions or National Security establishments, subject to vacancy.	CONTISS 14	

58. SOCIAL WELFARE OFFICER CADRE (MEDICAL)

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Social Welfare Officer Grade II (Medical)	Direct appointment of candidate with a good University degree in Medical Sociology, Medical Social Work or Social Health Work from a recognized institution. The candidate must possess a good knowledge of Nigerian Social Health Legislation, Regulations and Circulars.	CONTISS 07	Social Welfare Officer Grade I (Medical)
Social Welfare Officer Grade I (Medical)	1. Direct appointment of candidate with qualification as for Medical Social Welfare Officer II plus three (3) years' cognate post-qualification experience OR a candidate with a Master degree in Medical Social Work, Medical Sociology or Psychology with a good knowledge of Nigerian Social Legislation, Regulations and Circulars. 2. Promotion avenue for Medical Social Welfare Officer II with at least three (3) years' experience in post.	CONTISS 08	Senior Social Welfare Officer (Medical)
Senior Social Welfare Officer (Medical)	1. Direct appointment of candidate with qualification as for Medical Social Welfare Officer II plus six (6) years' cognate post-qualification experience OR a candidate with a Master degree in Medical Social Work, Medical Sociology or Psychology with at least two (2) years' post-qualification experience plus a good knowledge of Nigerian Social Health legislation, Regulations and Circulars. 2. Promotion avenue for Medical Social Welfare Officer I with at least three (3) years' experience in post.	CONTISS 09	Principal Social Welfare Officer (Medical)

Principal Social Welfare Officer (Medical)	<p>1. Direct appointment of candidate with qualification as for Medical Social Welfare Officer plus nine (9) years' cognate post-qualification experience OR a candidate with a Master degree in Medical Social Work, Medical Sociology or Psychology with at least five (5) years' post qualification experience plus a good knowledge of Nigerian Social Health Legislation, Regulations and Circulars.</p> <p>2. Promotion avenue for Senior Medical Social Welfare Officer with at least three (3) years' experience in post.</p>	CONTISS 11	Deputy Chief Welfare Officer (Medical)
Deputy Chief Social Welfare Officer (Medical)	<p>1. Direct appointment of candidate with qualification as for Medical Social Welfare Officer II plus eleven (11) years' cognate post-qualification experience OR a candidate with a Master degree in Medical Social Work, Medical Sociology or Psychology with at least three (8) years' post qualification experience plus a good knowledge of Nigerian Social Health Legislation, Regulations and Circulars.</p> <p>2. Promotion avenue for Principal Medical Social Welfare Officer with at least three (3) years' experience in post.</p>	CONTISS 12	Chief Social Welfare Officer (Medical)
Chief Social Welfare Officer (Medical)	<p>1. Direct appointment of candidate with qualification as for Medical Social Welfare Officer II plus fourteen (14) years' cognate post-qualification experience OR a candidate with a Master degree in Medical Social Work, Medical Sociology or Psychology plus at least eleven (11) years' post qualification experience plus a good knowledge of Nigerian Social Health Legislation, Regulations and Circulars.</p> <p>2. Promotion avenue for Assistant Chief Medical Social Welfare Officer with at least three (3) years' experience in post.</p>	CONTISS 13	Deputy Director of Social Welfare (Medical)
Deputy Director of Social Welfare (Medical)	Promotion avenue for a Chief Medical Social Welfare Officer with at least four (4) years' experience in post, subject to vacancy.	CONTISS 14	

59. STORE OFFICER CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Assistant Stores Officer	Intermediate Certificate of Institute of Purchasing and Supply or its equivalent. West African School Certificate with four Credits one of which is in Mathematics plus four (4) years' Stores experience or Higher School Certificate/General Certificate of Education (Advanced Level).	CONTISS 05	Stores Officer
Stores Officer	Promotion avenue for Assistant Stores Officers with four (4) years' experience in post.	CONTISS 06	Higher Stores Officer
Higher Stores Officer	Promotion avenue for Stores Officer with at least three (3) years' experience in post.	CONTISS 07	Senior Stores Officer
Senior Stores Officer	Promotion avenue for Higher Stores Officer with at least three (3) years' relevant experience.	CONTISS 08	Principal Store Officer
Principal Store Officer	Promotion avenue for Senior Stores Officer with at least four (4) years' experience in post.	CONTISS 09	

60. SUPPLIES OFFICER CADRE

POST	BASIC ENTRY QUALIFICATIONS	SALARY SCALE	NEXT GRADE
Supplies Officer II	A good honours degree in Economics, Marketing, Business Administration, Accounting, Commerce or Sciences with literacy in computer applications. Possession of professional Certificate of Chartered Institute of Purchasing and Supplies (CIPS) U.K. or the Chartered Institute of Purchasing and Supply Management (CIPSM) will be an advantage. ICT literacy is required.	CONTISS 07	Supplies Officer I
Supplies Officer I	1. Appointment of candidate with qualifications as for Supplies Officer II above with at least three (3) years post-qualification experience. 2. Promotion avenue for deserving Supplies Officer II with at least three (3) years' experience in post plus successful Multiple Choice Test (MCT) in basic principles of supply strategy.	CONTISS 08	Senior Supplies Officer
Senior Supplies Officer	1. Appointment of candidate with qualifications as for Supplies Officer II above with at least six (6) years post-qualification experience. 2. Promotion avenue for deserving Supplies Officer I with at least three (3) years' experience in post plus successful written test (Essay type) in quality supply strategy and targets.	CONTISS 09	Principal Supplies Officer

Principal Supplies Officer	<p>1. Appointment of candidate with qualifications as for Supplies Officer II above with at least nine (9) years post-qualification experience.</p> <p>2. Promotion avenue for deserving Senior Supplies Officer with at least three (3) years' experience in post plus successful written test (Essay type) on supply strategy for quality bulk stocking at optimum price.</p>	CONTISS 11	Chief Supplies Officer
Chief Supplies Officer	<p>1. Appointment of candidate with qualifications as for Supplies Officer II above but with at least twelve (12) years' post-qualification experience plus membership of the Chartered Institute of Purchasing and Supplies (CIPS) of UK or the Chartered Institute of Purchasing and Supply Management of Nigeria (NIPSM).</p> <p>2. Promotion avenue for deserving Principal Supplies Officer with at least three (3) years' experience in post plus successful written test (Essay type) on supply management for optimal returns.</p>	CONTISS 13	Deputy Director of Investment and Supplies
Deputy Director of Supplies	<p>1. Appointment of candidate with qualifications as for Chief Supplies Officer II above but with at least fifteen (15) years post-qualification experience plus membership of the Chartered Institute of Purchasing and Supplies (CIPS) UK or the Chartered Institute of Purchasing and Supply Management (NIPSM).</p> <p>2. Promotion avenue for deserving Chief Supplies Officer with at least four (4) years' experience in post and after a successive written test (Essay & MCQ) on supply strategy and enhancement of University Internally Generated Revenue, subject to vacancy.</p>	CONTISS 14	Director of Investment and Supplies
Director of Investment and Supplies	Promotion avenue for a deserving Deputy Director of Supplies with a minimum of eight (8) years' experience in post, subject to vacancy and successful interview by the approved University Selection Panel.	CONTISS 15	

61. SYSTEM ADMINISTRATOR CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
System Administrator II	A good University degree in Computer Science/Informatics/Electrical/Electronic Engineering or related discipline.	CONTISS 07	System Administrator I
System Administrator I	1. Direct appointment of candidate with qualification as for System Administrator II plus at least two (2) years relevant experience with ICT certification, OR Appointment of a candidate with Master degree in Computer Science/Informatics or related discipline plus equivalent professional qualification with proven skills in network troubleshooting. 2. Promotion avenue for a System Administrator II with at least three (3) years' experience in post.	CONTISS 08	Senior System Administrator
Senior System Administrator	1. Direct appointment of candidate with qualification as for System Administrator II plus at least five (5) years' post qualification relevant experience. 2. Appointment of a candidate with Master's degree in Computer Science/Informatics or related discipline plus two (2) years relevant experience. 3. Promotion avenue for a System Administrator I with at least three (3) years' experience in post.	CONTISS 09	Principal System Administrator
Principal System Administrator	1. Direct appointment of candidate with qualification as for System Administrator II plus at least eight (8) years' post qualification relevant experience. 2. Appointment of a candidate with Master degree in Computer Science/Informatics or related discipline plus five (5) years relevant experience. 3. Promotion avenue for Senior System Administrator with three (3) years' experience in post. Registration with CPN or COREN is compulsory.	CONTISS 11	Chief System Administrator
Chief System Administrator	By promotion of a confirmed and suitable Principal System Administrator with at least three (3) years' experience in post.	CONTISS 13	Deputy Director
Deputy Director	By promotion of a confirmed and suitable Chief System Administrator with at least 4 years' experience in post, subject to vacancy.	CONTISS 14	Director
Director	Appointment of a suitable ICT professional with status not lower than a Deputy Director within the last five (5) years' plus adequate relevant administrative experience in the post, subject to vacancy and successful interview by an approved University Selection Panel	CONTISS 15	

62. SYSTEMS ANALYST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Systems Analyst II	At least a good first degree in Computer Science or other relevant discipline with formal training in Systems Analysis and Computer Programming.	CONTISS 07	Systems Analyst I
Systems Analyst I	<ol style="list-style-type: none"> 1. By appointment of candidate with qualification as for Systems Analyst II plus at least two (2) years' post qualification experience. 2. Promotion avenue for System Analyst II with at least three (3) years' experience in post. 	CONTISS 08	Senior Systems Analyst
Senior Systems Analyst	<ol style="list-style-type: none"> 1. By appointment of candidate with qualification as for Systems Analyst I plus at least two (2) years' experience in Systems Analysis and Design plus additional experience in computer application. 2. Promotion avenue for System Analyst I with at least three (3) years' experience in post. 	CONTISS 09	Principal Systems Analyst
Principal Systems Analyst	<ol style="list-style-type: none"> 1. By appointment of candidate with an advanced degree in Computer Science or informatics or equivalent professional qualification plus a good honors degree in Computer Science/Informatics/Mathematics, three (3) years professional experience in system analysis required plus two (2) years' experience in computer applications. 2. Promotion avenue for Senior System Analyst with at least three (3) years' experience in post. 	CONTISS 11	Assistant Chief Systems Analyst
Chief Systems Analyst	<ol style="list-style-type: none"> 1. By appointment of candidate with a Ph. D in Computer Science or in exceptional case a candidate with Master degree in Computer Science with some administrative experience in running a computer installation. An equivalent professional qualification with a degree in a related field is acceptable. Candidates must possess a minimum of eight (8) years' professional experience. 2. Promotion avenue for Principal Systems Analyst with at least three (3) years' experience in post. 	CONTISS 13	Deputy Director
Deputy Director	<ol style="list-style-type: none"> 1. By appointment of candidate with a Ph. D degree in Computer Science or in exceptional case, an advanced degree in Computer Science plus eleven (11) years' professional experience in computer applications including at least two (2) years' administrative experience. 2. Promotion avenue for Chief System Analyst with at least four (4) years' experience in post, subject to vacancy. 	CONTISS 14	Director
Director	Appointment of a suitable ICT professional with status not lower than a Deputy Director within the last five (5) years' plus adequate relevant administrative experience in the post, subject to vacancy and successful interview by an approved University Selection Panel	CONTISS 15	

63. SYSTEMS PROGRAMMER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Systems Programmer II	A University degree in Computer Science or other relevant disciplines with a minimum of Second Class (Lower Division).	CONTISS 07	Systems Programmer I
Systems Programmer I	1. A University degree in Computer Science/Informatics plus two (2) years programming experience 2. Promotion avenue for System Programmer II with at least three (3) years' experience in post.	CONTISS 08	Senior Systems Programmer
Senior Systems Programmer	1. A Higher degree in Computer Science/Informatics, OR A degree in a relevant discipline plus one year specialized professional experience in one of the following programming areas:- -Software Systems, Language and Computers -Scientific Operating Systems application -Information Management Systems -Commercial Applications plus three (3) years' experience in Computer Programming 2. Promotion avenue for a System Programmer I with at least three (3) years' experience in post.	CONTISS 09	Principal Systems Programmer
Principal Systems Programmer	1. A Higher degree in Computer Science/Informatics or equivalent professional qualification plus a first degree in a relevant discipline plus three (3) years' experience in systems programming plus additional two (2) years' experience in computer applications. 2. Promotion avenue for a Senior Systems Programmer with at least three (3) years' experience in post.	CONTISS 11	Chief System Programmer
Chief System Programmer	1. A Higher degree in Computer Science/Informatics with a first degree in a related field or with equivalent professional qualifications. Relevant experience in the design and implementation of large Data Processing Systems is required plus six (6) years' professional experience in computer applications. 2. Promotion avenue for a Principal Systems Programmer with at least three (3) years' experience in post.	CONTISS 13	Deputy Director Systems Programming
Deputy Director	1. Appointment of a candidate with a Ph. D in Computer Science, OR in exceptional case, a Master degree in Computer Science with at least four (4) years' administrative experience in running a computer installation. An equivalent professional qualification with a degree in a related field will be acceptable. Candidates must possess a minimum of eleven (11) years' professional experience.	CONTISS 14	Director

	2. Promotion Avenue for a Chief System Programmer with at least four (4) years' experience in post, subject to vacancy.		
Director	Appointment of a candidate with Ph. D degree in Computer Science OR in exceptional case, a Higher degree in Computer Science plus fourteen (14) years' relevant professional experience in Computer Science and computer applications including at least five (5) years' administrative experience in running a computer installation.	CONTISS 15	

64. TEACHER'S CADRE (O.A.U. STAFF SCHOOL)

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Senior Teacher IV	Direct appointment of candidate possessing N.C.E or equivalent qualifications	CONTISS 06	Senior Teacher III
Senior Teacher III	1. Direct appointment of a candidate with Bachelor degree in Education (B.Ed/B.A.Ed./B.Sc. Ed) OR Appointment of candidate with N.C.E. or equivalent qualifications with not less than two (2) years' post qualification teaching experience. 2. Promotion avenue for Senior Teacher IV with not less than three (3) years' experience in post.	CONTISS 07	Senior Teacher II
Senior Teacher II	1. Direct appointment of a candidate with Bachelor degree in Education (B. Ed/B.A. Ed./B.Sc. Ed) with at least two (2) years' post-qualification experience OR Appointment of candidate with N.C.E. or equivalent qualifications with not less than five (5) years' post-qualification teaching experience. 2. Promotion avenue for Senior Teacher III with not less than three (3) years' experience in post.	CONTISS 08	Senior Teacher I
Senior Teacher I	1. Direct appointment of a candidate with Bachelor degree in Education (B. Ed/B.A. Ed./B.Sc. Ed) with at least five (5) years' post-qualification experience OR Appointment of candidate with N.C.E or equivalent qualifications with not less than eight (8) years' post-qualification teaching experience. 2. Promotion avenue for Senior Teacher III with not less than three (3) years' experience in post.	CONTISS 09	Principal Teacher III
Principal Teacher III	1. Direct appointment of a candidate with Bachelor degree in Education (B. Ed/B.A. Ed./B.Sc. Ed) with at least eight (8) years' post-qualification experience, OR Appointment of candidate with N.C.E or equivalent qualifications with not less than eleven (11) years' post-qualification teaching experience. 2. Promotion avenue for Senior Teacher I with not less than three (3) years' experience in post.	CONTISS 11	Principal Teacher II

Principal Teacher II	1. Direct appointment of a candidate with Bachelor degree in Education (B. Ed/ B.A. Ed/B.Sc. Ed) with at least eleven (11) years' post-qualification experience, OR 2. Appointment of candidate with N.C.E. or equivalent qualifications with not less than fourteen (14) years' post-qualification teaching experience. 3. Promotion avenue for Principal Teacher III with not less than three (3) years' experience in post. Terminal post for a Teacher without Bachelor Degree in Education.	CONTISS 12	Principal Teacher I
Principal Teacher I	1. Direct appointment of a candidate with Bachelor degree in Education (B. Ed/ B.A.Ed. /B.Sc. Ed) with at least fourteen (14) years' post-qualification teaching experience. 2. Promotion avenue for Principal Teacher II with not less than four (4) years' experience in post.	CONTISS 13	
Senior Principal Teacher/Head Teacher	By direct appointment of a suitable Teacher possessing a Bachelor Degree in Education (B. Ed/B.A. Ed/B.Sc. Ed.) plus at least fifteen (15) years' post-qualification teaching experience.	CONTISS 14	

65. TEACHER'S ASSISTANT CADRE (O.A.U. STAFF SCHOOL)

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Teacher's Assistant	By appointment of a suitable candidate with GCE/WASC/SSSCE/NECO with four (4) passes at one sitting or five (5) passes at two sittings, one of which must be in English Language/Literature-in-English.	CONTISS 03	Senior Teacher's Assistant
Senior Teacher's Assistant	1. By appointment of candidate possessing Grade II Teacher's Certificate. 2. Promotion avenue for Teacher's Assistant with at least four (4) years' experience in post plus satisfactory demonstration of caring/friendly attributes.	CONTISS 04	Principal Teacher's Assistant
Principal Teacher's Assistant	Promotion avenue for Senior Teacher's Assistant with at least four (4) years' experience in post plus satisfactory demonstration of caring/friendship attributes.	CONTISS 05	Chief Teacher's/ Assistant
Chief Teacher's Assistant	Promotion avenue for Principal Teacher's Assistant with at least five (5) years' experience in post plus satisfactory demonstration of leadership traits and caring/friendly attributes.	CONTISS 06	

66. TECHNICAL ASSISTANT CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Technical Assistant	Junior School Certificate (JSC) plus Trade Test Certificate Class III in relevant field.	CONTISS 02	Senior Technical Assistant
Senior Technical Assistant-in-Training	1. SSC/GCE plus Credit in Mathematics and a Science subject with four (4) years' experience OR JSC Certificate or its equivalent plus Federal Craft Training Certificate OR Trade Test Certificate Class II or its equivalent. 2. Promotion avenue for Technical Assistant with four (4) years' experience in post.	CONTISS 03	Senior Technical Assistant II
Senior Technical Assistant II	1. SSC/GCE plus Credit in Mathematics and a Science subject with four (4) years' experience OR Junior School Certificate (JSC) plus Federal Crafts Training Certificate/Trade Test Class I with four (4) years' experience in post. 2. Promotion avenue for Senior Technical Assistant-in-Training with four (4) years' experience in post.	CONTISS 04	Senior Technical Assistant I
Senior Technical Assistant I	Promotion avenue for Senior Technical Assistant II with four (4) years' experience in post.	CONTISS 05	Chief Technical Assistant
Chief Technical Assistant	Promotion avenue for Senior Technical Assistant I with at least four (4) years' experience in post.	CONTISS 06	

67. TECHNICAL OFFICER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Assistant Technical Officer	OND or its equivalent in the relevant field.	CONTISS 05	Technical Officer
Technical Officer	1. By direct appointment of candidate with OND in relevant field with three (3) years' post-qualification cognate experience. 2. Promotion avenue for Assistant Technical Officer with at least four (4) years' experience in post.	CONTISS 06	Higher Technical Officer
Higher Technical Officer	1. By direct appointment of candidate with HND or its equivalent in the relevant field. 2. Promotion avenue for Technical Officer with at least three (3) years' experience in post.	CONTISS 07	Senior Technical Officer
Senior Technical Officer	1. By direct appointment of candidate with qualification as for Higher Technical Officer plus at least three (3) years' post-HND qualification experience. 2. Promotion avenue for Higher Technical Officer with at least three (3) years' experience in post.	CONTISS 08	Principal Technical Officer II
Principal Technical Officer II	1. By direct appointment of candidate with HND or its equivalent in the relevant field plus at least seven (7) years' post-qualification cognate experience. 2. Promotion avenue for Senior Technical Officer with at least three (3) years' experience in post.	CONTISS 09	Principal Technical Officer I
Principal Technical Officer I	1. By direct appointment of candidate possessing HND or its equivalent in the relevant field plus at least eleven (11) years' post-qualification cognate experience. 2. Promotion avenue for Principal Technical Officer II with at least three (3) years' experience in post.	CONTISS 11	Assistant Chief Technical Officer
Assistant Chief Technical Officer	1. By direct appointment of candidate with HND or its equivalent in the relevant field plus at least fifteen (15) years' post-qualification cognate experience. 2. Promotion avenue for Principal Technical Officer I with at least three (3) years' experience in post.	CONTISS 12	Chief Technical Officer
Chief Technical Officer	Promotion avenue for Assistant Chief Technical Officer with at least four (4) years' experience in post.	CONTISS 13	

68. TECHNOLOGIST CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Assistant Technologist	By Direct appointment of candidate with Part I Technician of the City and Guilds in relevant field or equivalent. OR OND in relevant field.	CONTISS 05	Senior Assistant Technologist
Senior Assistant Technologist	1. By Direct appointment of candidate with Part II Technician of the City and Guilds in relevant field plus two (2) years' experience OR as for Assistant Technician/Technologist plus three (3) years' experience. 2. Promotion avenue for Assistant Technologist plus four (4) years' experience.	CONTISS 06	Technologist II
Technologist II	1. By Direct appointment of candidate with Full Technologist certificate (Technician) of the City and Guilds in relevant field, OR A.I.S.T. / N.I.S.T. OR H.N.D in relevant field. 2. Promotion avenue for Senior Assistant Technologist plus three (3) years' experience.	CONTISS 07	Technologist I
Technologist I	1. By Direct appointment of candidate with HND in relevant field plus three (3) years cognate post-qualification experience. 2. Promotion avenue for Technologist II plus at least three (3) years' post qualification experience.	CONTISS 08	Senior Technologist
Senior Technologist	1. By Direct appointment of candidate with HND in relevant field plus seven (7) years cognate post-qualification experience. 2. Promotion avenue for Technologist I plus at least three (3) years' post qualification experience.	CONTISS 09	Principal Technologist
Principal Technologist	1. By Direct appointment of candidate with HND in relevant field plus eleven (11) years cognate post-qualification experience. 2. Promotion avenue for Senior Technologist plus at least three (3) years' post qualification experience.	CONTISS 11	Assistant Chief Technologist
Assistant Chief Technologist	Promotion avenue for Senior Technologist plus at least three (3) years' experience in post.	CONTISS 12	Chief Technologist
Chief Technologist	Promotion avenue for Assistant Chief Technologist with at least four (4) years' in post.	CONTISS 13	Deputy Director
Deputy Director	Promotion avenue for Chief Technologist with a good First degree in relevant field and at least five (5) years' experience in post, subject to vacancy.	CONTISS 14	

69. TELEPHONE OPERATOR CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Telephone Operator-in-Training	W.A.S.C. or Class IV Certificate or JSS 3 cert. plus successful completion of appropriate training in ICT	CONTISS 03	Telephone Operator
Telephone Operator	1. W.A.S.C. plus successful completion of Posts and Telecommunication Training and five (5) years' experience. 2. Promotion avenue for telephone operator in training with five (5) years' experience in post.	CONTISS 04	Senior Telephone Operator
Senior Telephone Operator	1. W.A.S.C. plus successful completion of Posts and Telecommunication Training and ten (10) years' experience. 2. Promotion avenue for telephone operator with five (5) years' experience in post.	CONTISS 05	Telephone Supervisor
Telephone Supervisor	Promotion avenue for senior telephone operator with five (5) years' experience in post.	CONTISS 06	Telephone Exchange Superintendent
Telephone Exchange Superintendent	Promotion avenue for telephone supervisor with four (4) years' experience in post.	CONTISS 07	Senior Telephone Exchange Superintendent
Senior Telephone Exchange Superintendent	Promotion avenue for telephone supervisor with at least four (4) years' experience in post.		

70. WEB DEVELOPER/APPLICATION DEVELOPER CADRE

POST	BASIC ENTRY QUALIFICATION	SALARY SCALE	NEXT GRADE
Web Developer/ Application Developer II	By appointment of a candidate with a good University Degree in the Sciences or Engineering with demonstrable skill in programming/web authoring tools.	CONTISS 07	Web Application Developer I
Web/Application Developer I	1. By appointment of a candidate with qualification as for Web Developer/Application Developer II plus at least two (2) years' relevant experience with web related certification OR	CONTISS 08	Senior Web/ Application Developer

	<p>Master's degree in Computer Science/Informatics or related discipline plus equivalent professional qualification with proven skills in programming/web authoring.</p> <p>2. Promotion avenue for a Web/Developer/Application Developer II with three (3) years' experience in post.</p>		
Senior Web/Application Developer	<p>1. By appointment of a candidate with qualification as for Web Developer/Application Developer II plus at least five (5) years' post qualification relevant experience OR</p> <p>Appointment of candidate with Master degree in Computer Science/ Informatics or related discipline plus equivalent professional qualification with proven skills in programming/web authoring and at least two (2) years' post-qualification relevant experience.</p> <p>2. Promotion avenue for a Web/Developer/Application Developer I with three (3) years' experience in post.</p>	CONTISS 09	Principal Web/ Application Developer
Principal Web/ Application Developer	<p>1. By appointment of a candidate with qualification as for Web Developer/Application Developer II plus at least eight (8) years' post qualification relevant experience OR</p> <p>Appointment of candidate with Master degree in Computer Science/Informatics and at least five (5) years' post-qualification relevant experience. Registration with relevant professional body.</p> <p>2. Promotion avenue for a Senior Web/Application Developer with three (3) years' experience in post.</p>	CONTISS 11	Chief Web/ Application Developer
Chief Web/ Application Developer	By promotion of a confirmed and suitable Principal Web/Application Developer with at least three (3) years' experience in post.	CONTISS 13	Deputy Director/Web Master
Deputy Director, Web/Application Development	Promotion avenue for a confirmed and suitable Chief Web/Application Developer with at least four (4) years' experience in post, subject to vacancy.	CONTISS 14	ICT Director
Director	Appointment of a suitable ICT professional with status not lower than a Deputy Director within the last five (5) years' plus adequate relevant administrative experience in the post, subject to vacancy and successful interview by an approved University Selection Panel.	CONTISS 15	