

PRIVATE AND CONFIDENTIAL

Date: March 8, 2021

Dr. Bilal Ahmed Rather
Address: India - Srinagar

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Email: bilalahmadrr@gmail.com

Dear Artem

RE: EMPLOYMENT OFFER

We are pleased to inform you that we would like to offer you employment with the United Arab Emirates University to hold the position pursuant to the terms and conditions set out below:

1. **EMPLOYMENT**

Position Title / Grade : Postdoctoral Fellow / 19
Department / Work Place: College of Science / Mathematical Sciences Dept.
Commencing Date : To Be Confirmed
Reporting To: Dr. Mustapha Aouchiche

2. **TERM**

Your employment shall be starting from your joining date and ends by 30 June 2021, starting from your joining date at UAEU. Employment may be renewed by mutual agreement between the parties and is subject to on-going funding.

3. **COMPENSATION**

You will be employed on a temporary grant hire basis and you will receive a monthly Gross Payment of Nine Thousand Dirhams (AED 9,000)

4. **PROBATIONARY PERIOD**

The Probation Period of the Employees appointed for the first time, shall be for three (3) months, starting from the actual Commencement Date of Work, renewable for other similar terms, the service of the new Employee may be terminated during the Probation Period if the Employee proves not to be fit for the job.

5. **WORKING HOURS**

Normal working hours will be seven hours and thirty minutes (7:30) per day from Sunday to Thursday.

6. **ANNUAL LEAVE**

You are entitled to an annual leave at the rate of one working day per month. The timing of your leave will be subject to the University's approval. Your annual leave should be applied within your contract period. Any unused leaves at the end of your contract will not be paid as cash in lieu.

7. SICK LEAVE

You are entitled to Five (5) working days at full pay. Additional leave entitlement may be available per University policy.

8. NATIONAL HOLIDAYS

You will be entitled to a paid leave on national holidays and as decreed by the appropriate authority.

9. INSURANCE

The University will provide you with free health insurance based on the University's insurance scheme.

10. AIRFARE

The University shall provide you with cash in lieu air tickets at the beginning of the employment to recruit you from the nearest international airport in your country of permanent residency and at the termination of employment to repatriate you to your place of permanent residency.

At the beginning of the contract:

From **India, Srinagar** to the **United Arab Emirates**

Upon termination of the contract:

Cash in lieu of tickets from the **United Arab Emirates to India, Srinagar** provided the residence visa is cancelled and the Second Party leaves the UAE.

11. DUPLICATION OF BENEFITS

Duplication of allowances and benefits shall not be provided to the Second Party where such allowances or benefits are available to the Second Party through the employment of his/her spouse. It is the obligation of the Second Party to inform the University of any duplication. Failure to do so will result in retroactive recovery and possible disciplinary action.

12. END-OF-SERVICE

This position is not eligible for any end-of-service gratuity payment.

13. TERMINATION

This is a temporary grant funded position. The University may terminate your employment by giving you one (1) month prior written notice (or cash-in lieu of notice). The University may terminate your employment without any notice for disciplinary reasons. You may terminate your employment by giving one (1) month prior written notice to the University.

14. QUALIFICATIONS/EXPERIENCE

You warrant the University that all qualifications and statements of experience presented in any application, resume or other documents submitted in connection with this appointment are true, and you acknowledge that any fraudulent misrepresentation of qualifications or experience shall be sufficient grounds for your dismissal without notice or compensation.

15. UNIVERSITY POLICIES

Terms and conditions of your employment shall be applied in accordance with regulations set out in the UAE University HR Policies a copy of which is available on the HR Department web page with benefits being limited to those stated in this offer .

16. GOVERNING LAW AND DISPUTE

This offer of employment is subject to the laws of the UAE. In the event the parties fail to resolve any dispute amicably, the matter shall be referred to the competent courts in the UAE.

17. **LANGUAGE**

Where this offer or subsequent contract is in Arabic and English, the Arabic version shall prevail.

18. **CONDITIONS**

This offer of employment is subject to you passing the health and medical tests required by the competent UAE authorities, signing this employment offer letter with the University, and the University obtaining relevant security clearances and visas. Please note that the medical screening process includes tests for HIV, Hepatitis, Leprosy and TB. You may wish to review these categories with your family physician prior to moving to the UAE.

Additionally: Soon after commencing date of your employment contract, you must provide HR within Six months, an equivalency of your degree from the Ministry of Education, UAE.

Please browse the following side:

<https://www.moe.gov.ae/en/eservices/servicecard/pages/universiycertificateequilization.aspx>

Please indicate your acceptance of our offer by signing and returning to us a scanned copy of this letter within one week of receiving the same. Alternatively, you may communicate your acceptance via an email message

Yours sincerely,

Mrs. Aisha AIDhaheri
[Director, Human Resources Dept.]



I hereby confirm my acceptance of the offer of employment on the terms detailed above and those contained in the HR Policies.

Bilal Ahmed Rather

