Ref: {{ID}}

Date: {{DATE}}

{{SALUTATION}} {{CANDIDATE\_NAME}}

Tel No: {{TELEPHONE}}

Email ID: {{PERSONAL\_EMAIL}}

**Dear {{SALUTATION}} {{CANDIDATE\_NAME}},**

Your first day of employment with Abu Dhabi University will be based on the availability of legal approvals, and the term of your contract shall be limited to a period of two (2) years, renewable upon mutual agreement.

1. Package

Your total monthly compensation will be AED {{SALARY}}, comprising:

* Basic Salary: 50% of the total monthly compensation.
* Other Allowance: 50% of the total monthly compensation.

Payment will be made at the end of each calendar month.

2. Terms and Conditions

**Probation Period:** The first {{PROBATION}} months from the start date shall constitute the probationary period.  
**Notice Period:** Upon successful completion of the probationary period, either party may terminate this contract by providing one academic semester’s written notice, coinciding with the end of the semester, or payment in lieu, in accordance with ADU policy.

3. Benefits

4. End of Service Entitlements

**- End of Service Gratuity:** Calculated at one (1) month’s basic salary for each completed year of service, in accordance with ADU policy and UAE Labour Law. This will be prorated for any partial years of service. No gratuity is payable for service of less than one (1) year.

5. Additional Provisions

a) If married, any benefits provided by the spouse’s employer will not be duplicated by ADU. You are required to declare to TEG any benefits at the time of acceptance of this offer and of any future change in your spouse’s benefits while you are employed at ADU.  
b) You may be requested to teach in other ADU campuses as required by the college.

6. Documentation Requirements

- Ministry of Higher Education and Scientific Research (MOHESR) Clearance.  
- Completion of visa and ADU sponsorship formalities.  
- Attestation of original academic qualifications.  
- Medical examination and clearance.  
- Notarized copies of marriage and birth certificates (if applicable).  
- Provision of a current and valid Police/CRB Clearance.  
- Receipt of satisfactory references.

By accepting this offer, you attest that all personal and business information and documents provided to ADU are true, accurate, and complete. You further acknowledge that any discrepancy in such information or documents may lead to the withdrawal of this Employment Offer and the termination of your employment contract, even after you have joined.

7. Validity

Your acceptance of this offer must be received within ten (10) working days from the date of this letter.

This offer, once signed, constitutes an official agreement between Abu Dhabi University and yourself. Your signature on this document indicates your agreement with the included terms and conditions of employment and supersedes all other written and/or verbal agreements, understandings, and offers.

We look forward to welcoming you to Abu Dhabi University.

Sincerely,

**Prof. Hamad Ebrahim Ali Odhabi**

**Vice Chancellor for AI and Operational Excellence**

**Acknowledgment and Acceptance**

I accept this offer of employment and agree to sign the Ministry of Labour Contract upon joining ADU.  
  
Name (print): {{SALUTATION}} {{CANDIDATE\_NAME}}  
Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_