



Central University of
Technology, Free State

JOIN THE TEAM

Ubuntu

Integrity

Diversity

Innovation

Excellence

Associate Professor/Professor: Government Management

Bloemfontein Campus

FACULTY OF MANAGEMENT SCIENCES | Department of Government Management | Ref 1132



About the
position

Main purpose of the job

To develop academic material and lecture in allocated subjects for own and other programmes and to execute appropriate community projects.

Main tasks

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|--------------------------------------|-----------------------------------|
| 1. Teaching, learning and assessment | 2. Research |
| 3. Administration and leadership | 4. Community service / engagement |

Subject fields(s)

Research Methodology and Research Project | Public Sector Management



About the
appointment

Nature of appointment

Permanent Academic

Minimum salary scale (Total Cost to Company)

R 1 124 437 per annum (Associate Professor)
R 1 320 768 per annum (Professor)

Note: CUT applies an internal parity model to determine remuneration that complies with the principle of "equal pay for work of equal value". Accordingly, the preferred candidate may expect an offer that is in line with their qualifications and years of similar experience. Please contact the Recruitment office for more information on the applicable salary scale.



What are we
looking for?

Minimum Qualification/ Knowledge and/or Experience

To be appointed as Associate Professor:

- A relevant SAQA-approved Doctoral-level degree (i.e. D Tech Public Management and Administration / PhD Public Management and Administration / NQF 10 or equivalent).
- Six (6) years teaching/lecturing experience in the relevant subject field.
- Evidence of research output, postgraduate supervision and presentations at national and international conferences in line with CUT's promotion requirements, which requires:
 - 3.0 credit units at Senior Lecturer level or 4.5 cumulative credit units (books, chapters in books, articles in accredited journals, papers published in peer-reviewed conference proceedings, patents, etc.)
 - Three completed master's degrees as a main supervisor; OR two completed doctorates (as main supervisor) at Senior Lecturer level OR four completed master's degrees OR three cumulative completed doctorates (as main supervisor) OR at least one completed master's degrees (as main supervisor) and at least 9.0 cumulative credit units.
 - Ten cumulative presentations/papers at conferences, of which at least three cumulative presentations/posters at an international conference.
 - Lead/manage at least one research project.



What are we
looking for?

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| Minimum Qualification/ Knowledge & Experience | To be appointed as a Professor: <ul style="list-style-type: none">• A relevant SAQA-approved Doctoral-level degree (i.e. D Tech Public Management and Administration / PhD Public Management and Administration / NQF 10 or equivalent)• Eight (8) years' teaching/lecturing/experience in the relevant subject field.• Evidence of advancing knowledge through research output, postgraduate supervision and presentations at national and international conferences in line with CUT's promotion requirements, which requires:<ul style="list-style-type: none">- 4.5 credit units at Associate Professor level or 9.0 cumulative credit units (books, chapters in books, articles in accredited journals, papers published in peer-reviewed conference proceedings, patents, etc.)- Two completed master's degrees and two completed doctorates (as main supervisor or promoter) at Associate Professor level OR Six completed master's degrees and five cumulative completed doctorates (as main supervisor or promoter) OR At least one completed master's degree (as main supervisor) and one completed doctorate (as main supervisor) and at least 18.0 cumulative credit units- Nineteen cumulative presentations/papers at conferences, of which at least six cumulative presentations/posters at an international conference- Lead/manage an externally funded research project- Involvement as an editor/reviewer/external examiner) |
| Desired Qualification, Knowledge And/Or Experience | <ul style="list-style-type: none">• Peer reviewed publication track record in the field of specialisation (h-index or i10-index).• Visible engagement in a relevant research community.• Evidence of the acquisition of research grants from local and international sources.• In possession of a teaching qualification in higher education.• In possession of a National Research Foundation Rating (NRF rating is an added advantage).• Evidence of the ability to lecture at both undergraduate and postgraduate levels.• Evidence of interaction/engagement with professional community and the society.• Evidence of work experience in multicultural environments is an asset.• Evidence of relevant industry experience is an asset. |



Interested?

| | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------------------------------------------|
| Job-Related Enquiries | Prof. T. van Niekerk | ✉ edwardst@cut.ac.za |
| Remuneration, Benefits and Process Enquiries | Recruitment Office | ✉ jobs@cut.ac.za |
| To find out more or to apply, visit www.cut.ac.za/careers or https://cut-employee.simplify.hr/ | | |

CLOSING DATE FOR APPLICATIONS – 25 July 2025

THINKING BEYOND