



Central University of  
Technology, Free State

# JOIN THE TEAM

Ubuntu

Integrity

Diversity

Innovation

Excellence

## Professor/Associate Professor/Senior Lecturer

Welkom Campus

FACULTY OF MANAGEMENT SCIENCE | Government Management | Ref 1190



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

- |   |   |
|---|---|
| 1. Teaching, learning and assessment (20 - 30%) | 2. Research (35 – 45%)                      |
| 3. Administration and leadership (10 – 15%)     | 4. Community service / engagement (5 - 10%) |

### Subject field(s)

Public Human Resource Management | Strategic Public Human Resource Management | Public Procurement and Public Financial Management | Public Policy Studies | Public Programme Management | Public Administration and Management | Strategic Public Administration and Work Integrated Learning



About the  
appointment

### Nature of appointment

Permanent Academic

### Minimum salary scale (Total Cost to Company)

R824 714 per annum (Senior Lecturer)  
R 953 069 per annum (Associate Professor)  
R1 130 165 per annum (Professor)  
2024 salary scales to be confirmed

*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 **Professor**:

- A relevant SAQA approved Doctorate level degree (i.e., D Tech / PhD / D. Ed./ NQF 10 or equivalent) in the relevant subject field of study (Public Administration or Public Management)
- At least eight years' teaching / lecturing experience in the relevant subject field
- Evidence of advancing knowledge through research output, post-graduate supervision, and presentations at national and international conferences in line with CUT's promotion requirements which requires:
  - 4.5 credit units at Associate Professor level or 9.0 cumulative credits 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



What are we looking for?

**Minimum Qualification/ Knowledge & Experience**

**To be appointed as Associate Professor:**

- A relevant SAQA approved Doctorate level degree (i.e. PhD/D Tech NQF level 10) in the relevant subject field of study (Public Administration or Public Management).
- At least six years' teaching / lecturing experience in the relevant subject field
- Evidence of research output, post graduate supervision and presentations at national and international conferences in line with CUT's promotion requirements, which require:
  - 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 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 degree (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

**To be appointed as Senior Lecturer:**

- A relevant SAQA-approved Doctorate level degree (i.e. PhD/D Tech NQF level 10) in the relevant subject field of study (Public Administration or Public Management).
- At least four years' teaching/lecturing experience in the relevant subject field
- Evidence of research output, post-graduate supervision and presentations at national and international conferences in line with CUT's promotion requirements which requires:
  - 1.5 credit outputs (book, chapters in books, articles in accredited journals, paper published in peer-reviewed conference proceedings, patents, etc.)
  - Two completed master's degrees as co-supervisor; or one completed master's degree as supervisor. Not applicable if the applicant already has a minimum of 2.0 publication, research, or innovation credit outputs at Lecturer level).
  - Four cumulative presentations/papers at conferences, of which one should be an international presentation/paper (international conference held in South Africa are also regarded as international conference)

**Desired Qualification, Knowledge And/Or Experience**

**To be appointed as Professor/Associate Professor:**

- Peer reviewed publication track record in the field of specialization (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 a professional community and the society
- Evidence of work experience in a multicultural environment is an asset
- Evidence of relevant industry experience is an asset

**To be appointed as Senior Lecturer:**

- 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 a professional community and the society
- Evidence of work experience in a multicultural environment is an asset
- Evidence of relevant industry experience is an asset



What are we looking for?



Interested?

<b>Job-Related Enquiries</b>	Adv M Phetheni	✉ <a href="mailto:mphetheni@cut.ac.za">mphetheni@cut.ac.za</a>
<b>Remuneration, Benefits and Process Enquiries</b>	Recruitment Office	✉ <a href="mailto:jobs@cut.ac.za">jobs@cut.ac.za</a>
<b>To find out more or to apply, visit <a href="http://www.cut.ac.za/careers">www.cut.ac.za/careers</a> or visit <a href="https://cut.simplify.hr/">https://cut.simplify.hr/</a></b>		

**CLOSING DATE FOR APPLICATIONS – 9 February 2024**

**THINKING BEYOND**