



Central University of
Technology, Free State

JOIN THE TEAM

Ubuntu

Integrity

Diversity

Innovation

Excellence

Senior Lecturer / Associate Professor

Welkom Campus

FACULTY OF HUMANITIES | Educational & Professional Studies | Ref 4098



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 & assessment (10 - 50%) | 2. Student evaluation (10%) |
| 3. Research (10 – 50%) | 4. Administration (10 – 15%) |
| 5. Control and organisation (10%) | 6. Community service (10%) |

Subject fields(s)

Research, Education, Micro teaching, School Based Learning



About the
appointment

Nature of appointment

Permanent Academic

Minimum salary scale (Total Cost to Company)

R 874 197 per annum (Senior Lecturer)
R 1 010 253 per annum (Associate 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 **Senior Lecturer:**

- A relevant Doctorate level degree (i.e., D Tech / PhD/ NQF 10 or equivalent)
- 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 conference in line with CUT's promotion requirements which requires:
- Proven record of eight (8) conference presentations of which two (2) should be international presentations/papers:
 - 1.5 credit outputs (books, chapters in books, articles in accredited journals, papers 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 conferences held in South Africa are also regarded as international conferences)
 - Involvement in at least one community project (related to the teaching and learning and the research and innovation curriculum)



What are we looking for?

**Minimum Qualification/
Knowledge &
Experience**

To be appointed as Associate Professor:

- A relevant Doctorate level degree (i.e., D Tech / PhD/ NQF 10 or equivalent)
- 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

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

Desired Criteria as Associate Professor:

- Peer reviewed publication track record in the field of specialisation (h-index or i10)
- Visible engagement in a relevant research community
- 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 environment is an asset
- Evidence of relevant industry experience is an asset
- Professional Registration, where applicable



Interested?

Job-Related Enquiries

Dr C Mphojane

✉ mmphojane@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.simplify.hr/>**

CLOSING DATE FOR APPLICATIONS – 17 November 2023

THINKING BEYOND