ASSOCIATE PROFESSOR

ACADEMIC QUALIFICATION (APPOINTMENTS AND PROMOTIONS)

Applicable qualification equivalent to NQF level 10 (e.g. PhD, LLD) or as specified in the advertisement

APPOINTMENTS (Non-academic)	PROMOTIONS AND APPOINTMENTS (Academic)
TEACHING AND LEARNING	
• Must be able to respond satisfactorily to the teaching and learning aspects • Must have at least 4 years relevant experience • Successful supervision of Master's and Doctoral dissertations and theses to completion will be an advantage	• Must be able to respond competently to the teaching and learning aspects • Must have at least 2 years teaching experience • Successful supervision of Master's and Doctoral dissertations and theses to completion
RESEARCH AND INNOVATION	
• An acceptable presentation on their 5 year personal research plan that demonstrates their potential to engage in research • Qualification plus evidence of the potential to do research (articles, research reports, supervision of post graduate students or any other research activity)	• An acceptable presentation on their 5 year personal research plan • Produced the number of research output units as provided for in the Research and Innovation Policy or and improved rating as a researcher by the NRF since the last promotion
COMMUNITY ENGAGEMENT	
• Willingness to participate in community engagement and outreach • Understanding of community engagement in terms of teaching and learning and engaged research	• Must take a leading role in a community engagement project (evidence from or as project leader of involvement)
ACADEMIC CITIZENSHIP	
• Willingness to participate in departmental, school, college and University committees including task teams and voluntary associations • Evidence of membership in at least one relevant learned society • Professional registration where required	• Evidence of a leading involvement in departmental, school, college and University committees including task teams and voluntary associations. • Evidence of involvement in the national wider academic community and learned societies • Involvement in the international wider academic community and learned societies shall be a recommendation • Professional registration where required

KNOWLEDGE, SKILLS AND CAPABILITIES (All Applicants)

- Computer literate in software programmes that are relevant for teaching and research
- Problem finding thought that could be applied in identifying research problems in the discipline
- Problem solving abilities
- Abstract thought
- Logical and critical thinking
- Excellent analysing, synthesizing and conceptualizing abilities
- Leadership and management skills
- Excellent speaking, writing and reading skills in English
- Excellent social skills
- Excellent presentation skills

DUTIES

- Develops curricula that will support the Programme Qualification Mix (PQM) of the College and will contribute towards student graduateness
- Quality assures tutorial material by adhering to quality standards regarding the design, content and publishing requirements for UNISA's tutorial material
- Teaches undergraduate and mostly postgraduate modules
- Evaluates tutorial material of colleagues and oversees that it is improved
- Acts as module leader or course coordinator
- Supervises/promotes Master and Doctoral students
- Examines Master's and Doctoral students' dissertations and theses
- Ensures compliance with the College's Service Charter
- Conducts research that could be discipline, field, and/or subject specific in order to produce at least four accredited research outputs in a period of three years, thereby enhancing the University's standing as a research institute of international repute
- Determines own developmental path to become a National Research Foundation (NRF) rated scientist
- Mentors young upcoming researchers
- Peer reviews articles and books
- Participates in curriculum related community engagement and/or research-related community engagement
- Promotes ODL research
- Participates voluntarily in University structures/committees on various levels
- Is involved with professional, national and international bodies/boards that are related to his/her discipline expertise

RECOMMENDATIONS (All Applicants)

- As specified in the advertisement