

PROFESSOR	
ACADEMIC QUALIFICATION (APPOINTMENTS AND PROMOTIONS)	
Applicable qualification equivalent to NQF level 10 (e.g. PhD, LLD) or as specified in the advertisement	
<i>APPOINTMENTS (Non-academic)</i>	<i>PROMOTIONS AND APPOINTMENTS (Academic)</i>
TEACHING AND LEARNING	
<ul style="list-style-type: none"> Must be able to respond satisfactorily to the teaching and learning aspects Must have at least 5 years relevant experience Successful supervision of Master's and Doctoral dissertations and theses to completion 	<ul style="list-style-type: none"> Must be able to respond comprehensively to the teaching and learning aspects Must have at least 2 years teaching experience Successful supervision of Master's or Doctoral dissertations and theses to completion
RESEARCH AND INNOVATION	
<ul style="list-style-type: none"> 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) 	<ul style="list-style-type: none"> 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 an improved rating as a researcher by the NRF since the last promotion with the exception of an 'A rating'. In this case maintaining the rating should be sufficient
COMMUNITY ENGAGEMENT	
<ul style="list-style-type: none"> Willingness to participate in community engagement and outreach Understanding of community engagement in terms of teaching and learning and engaged research 	<ul style="list-style-type: none"> Must take a leadership role in a community engagement project and must produce evidence (academic or non-academic articles, radio, curricula etc.) of the impact of the engagement
ACADEMIC CITIZENSHIP	
<ul style="list-style-type: none"> Willingness to participate in departmental, school, college and University committees including task teams and voluntary associations Evidence of membership of at least one relevant professional body or learned society Professional registration where required 	<ul style="list-style-type: none"> Extensive evidence of a high degree of involvement in departmental, school, college and University committees including task teams and voluntary associations. Significant evidence of involvement in the national wider academic community and learned societies Evidence of involvement in the international wider academic community and learned society shall be a strong recommendation Professional registration where required
KNOWLEDGE, SKILLS AND CAPABILITIES (<i>All Applicants</i>)	
<ul style="list-style-type: none"> 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	
<ul style="list-style-type: none"> Oversees that colleagues keep up to date with national and international trends in their discipline Oversees the development of curricula that will support the Programme Qualification Mix (PQM) of the College and will contribute towards student graduateness Oversees the implementation of the ODL tuition delivery model Teaches postgraduate papers/modules Supervises Master and Doctoral students Provides leadership in planning, organisation, and implementing processes and structures to improve supervision of postgraduate 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 five accredit 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 Initiates and participates in reflective research projects and encourages integration into teaching and learning practices Participates in curriculum related community engagement and/or research-related community engagement Promotes ODL research Participates voluntarily in University structures/committees on various levels Provides general academic leadership and mentors academic colleagues in the discipline 	
RECOMMENDATIONS (<i>All Applicants</i>)	
<ul style="list-style-type: none"> As specified in the advertisement 	