



**COLLEGE OF AGRICULTURE AND ENVIRONMENTAL SCIENCES
SCIENCE CAMPUS, FLORIDA**

UNISA is the only publicly funded Institution in South Africa dedicated to distance education. In keeping with its mandate as a comprehensive, open and distance learning tertiary institution offering a variety of academic and career-focused programmes, the University is inviting applications for positions in the **COLLEGE OF AGRICULTURE AND ENVIRONMENTAL SCIENCES (FLORIDA CAMPUS)**.

To be considered for a position, applicants must meet all the generic requirements plus the specific requirements as stated per position. If found suitable for appointments, Unisa may offer an applicant a position at a level other than the level that was applied for. Furthermore, Unisa reserves the right to appoint a successful applicant on a contractual basis.

ACTIVITY:



TEACHING STATEMENT:

Teaching statement (max 2 000 words) needs to be included in your application form
Please refer to number 7.1 in the Application for Permanent Academic post form:

Option A: External applicants and internal applicants (from NON-ACADEMIC positions)

Describe how you intend to approach teaching and learning by considering the information in the policies listed below:

- Unisa's Tuition Policy
- Unisa's Open Distance Learning Policy
- Unisa's Assessment Policy
- Curriculum Policy
- Open Distance Learning (ODEL) Pedagogy

The above-mentioned Policies of UNISA can be accessed on the web using a search engine. If you cannot trace the ODeL Pedagogy policy finalise your teaching statement without it.

Option B: Internal applicants (from academic positions)

Explain your:

- Involvement in, or approach to, Open Distance Learning
- Approach to fostering a learner-centred approach
- Involvement in, or approach to, teaching at either undergraduate or postgraduate level
- Involvement in developing study material as an individual or in a team approach
- The extent to which you have, or would, use an electronic learning platform for teaching
- Your pass success rates in the courses you teach/taught and your plan to increase or maintain these rates
- A peer and student evaluation of your teaching
- Your involvement in and provision of learner support to students

ACTIVITY:



APPLICATION FORM FOR A PERMANENT ACADEMIC POST

 The following positions exist in the College of Agriculture and Environmental Sciences:

**DEPARTMENT OF AGRICULTURE AND ANIMAL HEALTH
SCIENCE CAMPUS, FLORIDA**

**(ACADEMIC) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND
(NON-ACADEMIC) CANDIDATES FROM OTHER BACKGROUNDS**

PROFESSOR/ASSOCIATE PROFESSOR (P4-P5) AGRICULTURAL ECONOMICS x1: (Ref: 030119-03) Re-advert

Post specific requirements for Professor:

- PhD in Agricultural Economics (*NQF level 10, foreign qualifications to be evaluated by SAQA*). [Applicants are required to provide the title of their PhD thesis in the application form.]
- The area of specialisation should reflect an integration of the various fields of the discipline of Agricultural Economics.
- BSc (NQF level 8) and MSc degree (NQF level 9) Agricultural Economics.
- Able to discuss their teaching reflection and statement.
- Seven (7) to ten (10) years of extensive teaching experience at a tertiary institution.
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates (Masters' and Doctoral) successfully supervised to completion, of which 1 must be a doctoral candidate (*academia*) OR 1 doctoral candidate supervised to completion (*other than academia*). [Please indicate the number of co-supervisors for each student under Point 9 of the academic application form].
- A sustained record of research output in high impact, peer reviewed journals, and books, with a recognized national and international footprint.
- A minimum of 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years; OR rated by NRF as a researcher (*academia*) OR a minimum of 5,5 research output units* during the previous 5 years OR 3,5 research output unit* during the previous 3 years (*other than academia*).
- A track record of leadership in collaborations and attracting funding
- Demonstrate involvement in engaged scholarship with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (*academia*) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of engaged scholarship in terms of teaching and learning and engaged research (*other than academia*).
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (*academia*).
- Evidence of contribution in the national wider academic community and learned societies (*academia*).
- Candidate would be expected to contribute to the UNISA experimental farm and engage with the industry.

Recommendations:

- NRF rating will be an advantage (does not waiver research output units).
- Completed an assessor training programme (attach certificate).
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate project leadership (*academia*).
- Experience in teaching postgraduate courses or postgraduate research project supervision (*other than academia*).
- Evidence of contribution in the international wider academic community and learned society (*academia*).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

Post specific requirements for Associate Professor:

- PhD in Agricultural Economics (*NQF level 10, foreign qualifications to be evaluated by SAQA*). [Applicants are required to provide the title of their PhD thesis in the application form.]
- The area of specialisation should reflect an integration of the various fields of the discipline of Agricultural Economics.
- BSc (NQF level 8) and MSc degree (NQF level 9) Agricultural Economics.
- Able to discuss their teaching reflection and statement.
- Seven (7) years of extensive teaching experience at a tertiary institution.
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (*academia*) OR successful supervision of a postgraduate candidate to completion will be considered as an advantage (*other than academia*). [Please indicate the number of co-supervisors for each student under Point 9 of the academic application form].
- A sustained record of research output in high impact, peer reviewed journals, and books, with a recognized national and international footprint.
- A minimum of 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (*academia*) OR a minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years; (*other than academia*).
- A track record of leadership in collaborations and attracting funding
- Demonstrate involvement in engaged scholarship with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (*academia*) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of engaged scholarship in terms of teaching and learning and engaged research (*other than academia*).
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (*academia*).
- Evidence of contribution in the national wider academic community and learned societies (*academia*).
- Candidate would be expected to contribute to the UNISA experimental farm and engage with the industry.

Recommendations:

- NRF rating will be an advantage (does not waiver research output units).
- Completed an assessor training programme (attach certificate).
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate project leadership (*academia*).
- Experience in teaching postgraduate courses or postgraduate research project supervision (*other than academia*).
- Evidence of contribution in the international wider academic community and learned society (*academia*).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

**DEPARTMENT OF ENVIRONMENTAL SCIENCES
SCIENCE CAMPUS, FLORIDA**

**(ACADEMIC) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND
(NON-ACADEMIC) CANDIDATES FROM OTHER BACKGROUNDS**

PROFESSOR: ENVIRONMENTAL SCIENCE (P4) x1: (Ref: 030780-03) Re-advert

Post specific requirements for Professor:

- PhD in the field of Environmental Science (Specialisation in aquatic/water sciences), (*NQF level 10, foreign qualifications to be evaluated by SAQA*).
[Applicants are required to provide the title of their PhD thesis in the application form.]
- Undergraduate degree in Natural Sciences/Environmental Science.
- Able to discuss their teaching reflection and statement.
- Seven (7) to ten (10) years of extensive teaching experience at a tertiary institution.
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates (Masters and Doctoral) successfully supervised to completion, of which 1 must be a doctoral candidate (*academia*). OR 1 doctoral candidate supervised to completion (*other than academia*). [Please indicate the number of co-supervisors for each student under Point 9 of the academic application form].
- A sustained record of research output in high impact, peer reviewed journals, and books, with a recognized national and international footprint.
- A minimum of 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years; OR rated by NRF as a researcher (*academia*) OR a minimum of 5,5 research output units* during the previous 5 years OR 3,5 research output unit* during the previous 3 years (*other than academia*).
- A track record of leadership in collaborations and attracting funding
- Demonstrate involvement in engaged scholarship with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (*academia*) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of engaged scholarship in terms of teaching and learning and engaged research (*other than academia*).
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (*academia*).
- Evidence of contribution in the national wider academic community and learned societies (*academia*).

Recommendations:

- NRF rating will be an advantage (does not waiver research output units).
- Professional registration will be an advantage; South African Council for Natural Scientific Professions (SACNASP), and/or Environmental Assessment Practitioners of South Africa (EAPASA) or any other relevant professional bodies.
- Completed an assessor training programme (attach certificate).
- Experience with teaching in an ODeL environment.
- Participation in community engagement.
- Evidence of involvement in the wider national academic community and learned societies.

PROFESSOR/ASSOCIATE PROFESSOR - NATURE CONSERVATION-PLANT ECOLOGY AND VEGETATION MANAGEMENT: (P4-P5) x1: (Ref: 011124-04) Re-advert

Post specific requirements for Professor:

- PhD in the field of Plant and Vegetation Ecology, (*NQF level 10, foreign qualifications to be evaluated by SAQA*).
[Applicants are required to provide the title of their PhD thesis in the application form.]
- The area of specialisation should reflect specialisation in Natural Vegetation dynamics and management (including Phytosociology).
- An undergraduate degree in Nature Conservation/Botany (Plant Ecology)/Rangeland Management/Conservation Ecology.
- Able to discuss their teaching reflection and statement.
- Seven (7) to ten (10) years of extensive teaching experience at a tertiary institution.
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates (Masters and Doctoral) successfully supervised to completion, of which 1 must be a doctoral candidate (*academia*). OR 1 doctoral candidate supervised to completion (*other than academia*). [Please indicate the number of co-supervisors for each student under Point 9 of the academic application form].
- A sustained record of research output in high impact, peer reviewed journals, and books, with a recognized national and international footprint.
- A minimum of 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years; OR rated by NRF as a researcher (*academia*) OR a minimum of 5,5 research output units* during the previous 5 years OR 3,5 research output unit* during the previous 3 years (*other than academia*).
- A track record of leadership in collaborations and attracting funding
- Demonstrate involvement in engaged scholarships with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (*academia*) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of engaged scholarships in terms of teaching and learning and engaged research (*other than academia*).
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (*academia*).
- Evidence of contribution in the national wider academic community and learned societies (*academia*).

Recommendations:

- NRF rating will be an advantage (does not waiver research output units).
- The candidate should have come through the Nature Conservation track (with broad ecological exposure and expertise).
- Registered with SACNASP or any other relevant professional bodies (attach proof).
- Experience working in the natural resource management arena specifically in the context of Global South.
- Completed an assessor training programme (attach certificate).
- Experience with teaching in an ODeL environment.

Post specific requirements for Associate Professor:

- PhD in the field of Plant and Vegetation Ecology, (*NQF level 10, foreign qualifications to be evaluated by SAQA*).
[Applicants are required to provide the title of their PhD thesis in the application form.]
- The area of specialisation should reflect specialisation in Natural Vegetation dynamics and management (including Phytosociology).
- An undergraduate degree in Nature Conservation/Botany (Plant Ecology)/Rangeland Management/Conservation Ecology.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme, convenor etc.)
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (*academia*)

OR successful supervision of a postgraduate candidate to completion will be considered as an advantage (*other than academia*). [Please indicate the number of co-supervisors for each student under Point 9 of the academic application form].

- A minimum of 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academia) OR a minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years; (*other than academia*).
- Evidence of fundraising activities and stewardship.
- Involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Demonstrate an understanding of possibilities of engaged scholarship and of teaching and learning and engaged research (*other than academia*).
- Evidence of a leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academia) OR evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- Evidence of contribution in the national wider academic community and learned societies (academia).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

Recommendations:

- NRF rating will be an advantage (does not waiver research output units).
- The candidate should have come through the Nature Conservation track (with broad ecological exposure and expertise).
- Registered with SACNASP or any other relevant professional bodies (attach proof).
- Experience working in the natural resource management arena specifically in the context of Global South.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.

✕ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

DEPARTMENT OF LIFE AND CONSUMER SCIENCES SCIENCE CAMPUS, FLORIDA

(ACADEMIC) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND (NON-ACADEMIC) CANDIDATES FROM OTHER BACKGROUNDS

SENIOR LECTURER: BOTANY (P6) x1: (Ref: 013925-03)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Botany (Plant Science), NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
[Applicants are required to provide the title of their PhD thesis in the application form.]
- An undergraduate degree in Botany.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- Experience in teaching postgraduate courses or postgraduate project leadership.
- A research reflection and portfolio (all candidates).
- A minimum of 5 research output units* during the previous 5 years (academia) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) **OR** a minimum of 3,5 research output units* during the previous 5 years OR 1,5 research output units* during the previous 3 years (*other than academia*). (Waived if Doctoral degree obtained within last two years (all candidates)).

- Involvement in engaged scholarship, with evidence of how such participation will be, or has been, transferred into teaching and learning and/or research (academia) and demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia).
- Evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).

✖ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.

ASSOCIATE PROFESSOR: ZOOLOGY (P5) x1: (Ref: 011052-04)

Post specific requirements for Associate Professor:

- PhD or equivalent in Zoology, NQF level 10 (*foreign qualifications to be evaluated by SAQA*). [Applicants are required to provide the title of their PhD thesis in the application form.]
- The area of specialisation should reflect an integration of the various fields of the discipline of Zoology (Ecology/Animal behavior/ Animal physiology/Conservation Biology).
- An undergraduate degree with major in Zoology or a closely related field (such as Ecology/Animal behavior/ Animal physiology/ Conservation Biology)
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (academia) OR successful supervision of a postgraduate candidate to completion will be considered as an advantage (*other than academia*). [Please indicate the number of co-supervisors for each student under Point 9 of the academic application form].
- A minimum of 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) OR a minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years; (*other than academia*).
- Evidence of fundraising activities and stewardship.
- Involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Demonstrate an understanding of possibilities of engaged scholarship and of teaching and learning and engaged research (*other than academia*).
- Evidence of a leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academia) OR evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- Evidence of contribution in the national wider academic community and learned societies (academia).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

✖ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage (does not waiver research output units).
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.

ASSOCIATE PROFESSOR: MICROBIOLOGY (P5) x1: (Ref: 010021-04) Re-advert

Post specific requirements for Associate Professor:

- PhD or equivalent in Microbiology, NQF level 10 (*foreign qualifications to be evaluated by SAQA*). [Applicants are required to provide the title of their PhD thesis in the application form.]
- *The area of specialisation should reflect an integration of the various fields of the discipline of Microbiology.*
- Undergraduate degree with major in Microbiology.
- Able to discuss their teaching reflection and statement. -
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (academia) OR successful supervision of a postgraduate candidate to completion will be considered as an advantage (*other than academia*). [Please indicate the number of co-supervisors for each student under Point 9 of the academic application form].
- A minimum of 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) OR a minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years; (*other than academia*).
- Evidence of fundraising activities and stewardship.
- Involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Demonstrate an understanding of possibilities of engaged scholarship and of teaching and learning and engaged research (*other than academia*).
- Evidence of a leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academia) OR evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- Evidence of contribution in the national wider academic community and learned societies (academia).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

*** (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendations:

- NRF rating will be an advantage (does not waiver research output units).
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.

Salary : Remuneration is commensurate with the seniority of the position.

Assumption of duty : As soon as possible.

Enquiries : 011 471 3197 Mrs. GN Dibetle (Bruny) CAES1PA@unisa.ac.za
012 484 1303 Mr. LJ Fourie CAES2PA@unisa.ac.za
011 471 3161 Mrs. M Botha

Closing Date: 23 October 2026

APPLICATIONS TO BE FORWARDED AS FOLLOWS:	
Applications for: - Professor/Associate Professor: Agricultural Economics (030119-03) Re-advert - Professor: Environmental Science (030780-03) Re-advert - Professor/Associate Professor: Nature Conservation-Plant Ecology and Vegetation Management (011124-04) Re-advert should all be forwarded to:	Mr. LJ Fourie CAES2PA@unisa.ac.za
Applications for: - Senior Lecturer: Botany (013925-03) - Associate Professor: Zoology (011052-04) - Associate Professor: Microbiology (010021-04) Re-advert should all be forwarded to:	Mrs. GN Dibetle CAES1PA@unisa.ac.za



ACTIVITY:

APPLICATION FORM FOR A PERMANENT ACADEMIC POST must be accompanied by a COMPREHENSIVE CURRICULUM VITAE and:

- identity documents (*including passport, work permit, permanent residence permit or proof of nationalisation if applicable*) (certified copies within the previous six months)
 - all educational qualifications (certified copies within the previous six months)
 - academic transcripts/records (certified copies within the previous six months)
 - proof of SAQA verification for foreign qualifications (*if applicable*) (certified copies within the previous six months)
 - **for ACADEMIC POSITIONS**, a teaching statement (refer to page 1 of advertisement)
- UNISA reserves the right to authenticate all qualifications without any further consent from the applicant.
 - The contact details of three contactable references must be provided, one of which must be from your present employer excluding your current line manager if you are an internal Unisa applicant
 - Late, incomplete, and incorrect applications will not be considered.
 - Unisa is not obliged to fill an advertised position
 - *Appointments will be made in accordance with Unisa's Employment Equity Plan and other applicable legislation*



- **We welcome applications from Persons with Disabilities**



- **Late, incomplete, and incorrect applications will not be considered.**

Correspondence will be limited to short-listed candidates only. If you have not been contacted within two months after closing date of this advertisement, please accept that your application was not successful.

Applications may be forwarded by email to e-mail addresses as stipulated above.

All applications should reach UNISA before 16h00 on the closing date.