



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 appointment, Unisa may offer an applicant a position at a level other than the level that was applied for. Furthermore, Unisa reserves the right to offer the applicant a contract appointment.

ACTIVITY:



TEACHING STATEMENT:

All applicants to attach a teaching statement (max 2 000 words) to their application as specified in one of the following options:

Option A: External applicants and internal applicants (from other than 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

The teaching statement must be supported by a portfolio of evidence which may be requested from short listed candidates at the interview.

ACTIVITY:



[APPLICATION FORM FOR A PERMANENT ACADEMIC POST](#)

ACTIVITY:



FOR MORE INFORMATION ON ACADEMIC POSITIONS (LEVELS) OPEN THE LINK OF THE POSITION YOU WISH TO APPLY FOR:

[POSITION : PROFESSOR](#)

[POSITION : ASSOCIATE PROFESSOR](#)

[POSITION : SENIOR LECTURER](#)

[POSITION: LECTURER](#)

[POSITION: JUNIOR LECTURER](#)

 The following positions exist in the various departments:

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

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

PROFESSOR/ ASSOCIATE PROFESSOR: INDIGENOUS KNOWLEDGE (P5/6) x1: (Ref: CAES/GD/01/2022)

Post specific requirements for Professor:

- PhD or equivalent in Agriculture or related field with focus on Indigenous Knowledge Systems NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 5 years teaching experience of which 2 must be teaching OR 5 years relevant experience (other than academic).
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academia) OR 1 doctoral candidate supervised to completion (other than academic).
- 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 units* during the previous 3 years (other than academia).
- Active involvement in community engagement with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of community engagement 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).

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

Recommendations:

- 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).
- NRF Rating will be an added advantage.
- 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 Agriculture or related field with focus on Indigenous Knowledge Systems, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

ASSOCIATE PROFESSOR: EXTENSION & RURAL DEVELOPMENT (P6) x1: (Ref: CAES/GD/02/2022)

Post specific requirements for Associate Professor:

- PhD or equivalent in Agriculture or related field with focus on Extension and Rural Development, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

PROFESSOR/ ASSOCIATE PROFESSOR: PASTURE SCIENCE (P6) x1: (Ref: CAES/GD/03/2022)

Post specific requirements for Professor:

- PhD or equivalent in Agriculture or related field with focus on Pasture/Small ruminant/rangeland, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 5 years teaching experience of which 2 must be teaching OR 5 years relevant experience (other than academia).
- A research reflection and portfolio (all candidates).

- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academia) OR 1 doctoral candidate supervised to completion (other than academic).
- 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).
- Active involvement in community engagement with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of community engagement 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).

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

Recommendations:

- 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 or equivalent in Agriculture or related field with focus on Pasture/Small ruminant/rangeland, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

SENIOR LECTURER: AGRONOMY (P7) X1: (REF: CAES/GD/04/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Agronomy or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching (academia) OR 3 years relevant experience (other than academia).
- 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 community engagement, 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 community engagement (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:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

ASSOCIATE PROFESSOR/SENIOR LECTURER: ANIMAL WELFARE, VETERINARY SCIENCE (P6) x1: (Ref: CAES/GD/05/2022)

Post specific requirements for Associate Professor:

- A PhD or equivalent in Veterinary Science or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 5 years relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (academia).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

Post specific requirements for Senior Lecturer:

- MSc or equivalent in the field of Veterinary Science or related field, NQF level 9 (*foreign qualifications to be evaluated by SAQA*).
- Indicate intention to register for a Doctoral degree (draft proposal or application).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Registered with the South African Veterinary Council.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

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

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

ASSOCIATE PROFESSOR/SENIOR LECTURER: GEOLOGY AND MINING IMPACTS (P6/P7) x1: (Ref: CAES/GD/06/2022)

Post specific requirements for Associate Professor:

- PhD or equivalent in the field of Geology and Mining impacts on the environment, NQF level 10 (foreign qualifications to be evaluated by SAQA).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

Post specific requirements for Senior Lecturer:

- PhD or equivalent in the field of Geology and Mining impacts on the environment, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

LECTURER: ENVIRONMENTAL HYDROLOGY AND WATER QUALITY (P8) x1: (Ref: CAES/GD/07/2022)

Post specific requirements for Lecturer:

- Masters or equivalent in Hydrology or related field, NQF level 9 (*foreign qualifications to be evaluated by SAQA*).
- Intention to register for a Doctoral degree (draft proposal or application).
- Able to discuss their teaching reflection and statement.
- A minimum of 1 year teaching experience (academia) OR 1 year relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- A minimum of 2 research output units* during the previous 5 years (academia) OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academia) OR a minimum of 0,5 research output unit* during the previous 5 years (academia) OR no research output unit* during the previous 3 years (other than academia). (Waived if Masters degree obtained within the last two years (all candidates)).
- Demonstrate potential to incorporate community engagement into Tuition or Research (other than academia).
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia) OR 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:

- Experience with teaching in an ODeL environment.
- Participation in community engagement (academia).

LECTURER: LIMNOLOGY (AQUATIC ECOLOGY) (P8) x1: (Ref: CAES/GD/08/2022)

Post specific requirements for Lecturer:

- Masters degree in the field of Limnology (Aquatic ecology) or related field, NQF level 9 (*foreign qualifications to be evaluated by SAQA*).
- Intention to register for a Doctoral degree (draft proposal or application).
- Able to discuss their teaching reflection and statement.
- A minimum of 1 year teaching experience (academia) OR 1 year relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- A minimum of 2 research output units* during the previous 5 years (academia) OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academia). (Waived if Masters degree obtained within the last two years).
- A minimum of 0,5 research output units* during the previous 5 years (academia) OR no research output unit* during the previous 3 years (other than academia). (Waived if Masters degree obtained within the last two years).
- Demonstrate potential to incorporate community engagement into Tuition or Research (other than academia).
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations(academia) OR 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:

- Experience with teaching in an ODeL environment.
- Participation in community engagement (academia).

LECTURER: WASTE MANAGEMENT (P8) x1: (Ref: CAES/GD/09/2022)

Post specific requirements for Lecturer:

- Masters or equivalent in Environmental Science or related field, NQF level 9 (*foreign qualifications to be evaluated by SAQA*).
- Intention to register for a Doctoral degree (draft proposal or application).
- Able to discuss their teaching reflection and statement.
- A minimum of 1 year teaching experience (academia) OR 1 year relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- A minimum of 2 research output units* during the previous 5 years (academia) OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academia) OR a minimum of 0,5 research output unit* during the previous 5 years (academia) OR no research output unit* during the previous 3 years (other than academia). (Waived if Masters degree obtained within the last two years (All candidates)).
- Demonstrate potential to incorporate community engagement into Tuition or Research (other than academia).
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations(academia) OR 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:

- Experience with teaching in an ODeL environment.
- Participation in community engagement (academia).

LECTURER: REMOTE SENSING (P8): x1: (Ref: CAES/GD/10/2022)

Post specific requirements for Lecturer:

- Masters degree in the field of remote sensing or related field, NQF level 9 (*foreign qualifications to be evaluated by SAQA*).
- Intention to register for a Doctoral degree (draft proposal or application).
- Able to discuss their teaching reflection and statement.
- A minimum of 1 year teaching experience (academia) OR 1 year relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- A minimum of 2 research output units* during the previous 5 years (academia) OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academia) OR a minimum of 0,5 research output unit* during the previous 5 years (academia) OR no research output unit* during the previous 3 years (other than academia). (Waived if Masters degree obtained within the last two years (All candidates)).
- Demonstrate potential to incorporate community engagement into Tuition or Research (other than academia).
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations(academia) OR 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:

- Experience with teaching in an ODeL environment.
- Participation in community engagement (academia).

ASSOCIATE PROFESSOR/SENIOR LECTURER: FRESHWATER MANAGEMENT AND ECOLOGY (P6/P7) x1: (Ref: CAES/GD/11/2022)

Post specific requirements for Associate Professor:

- PhD or equivalent with focus on Freshwater Management and Ecology, NQF level 10 (foreign qualifications to be evaluated by SAQA).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

Post specific requirements for Senior Lecturer:

- PhD or equivalent with focus on Freshwater Management and Ecology, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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). (Waived if Doctoral degree obtained within last two years) OR a minimum of 3,5 research output units* during the previous in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years).
- Involvement in community engagement, 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 community engagement (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:

- Registered with SACNASP.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

ASSOCIATE PROFESSOR: ORNAMENTAL HORTICULTURE (P6): x1: (Ref: CAES/GD/12/2022)

Post specific requirements for Associate Professor:

- PhD or equivalent in Ornamental Horticulture or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- Registered with SANA/SALI/IPPS/IERM.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the international wider academic community and learned societies (academia).

LECTURER: ORNAMENTAL HORTICULTURE (P8): x1: (Ref: CAES/GD/13/2022)

Post specific requirements for Lecturer:

- Masters or equivalent in Ornamental Horticulture or related field, NQF level 9 (*foreign qualifications to be evaluated by SAQA*).
- Intention to register for a Doctoral degree (draft proposal or application).
- Able to discuss their teaching reflection and statement.
- A minimum of 1 year teaching experience (academia) OR 1 year relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- A minimum of 2 research output units* during the previous 5 years (academia) OR 1 research output units* during the previous 3 years OR rated by NRF as a researcher (academia). (Waived if Masters degree obtained within the last two years) OR a minimum of 0,5 research output units* during the previous 5 years (academia) OR no research output unit* during the previous 3 years (other than academia). (Waived if Masters degree obtained within the last two years (all candidates)).
- Demonstrate potential to incorporate community engagement into Tuition or Research (other than academia).
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia) OR 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:

- Registered with SANA/SALI/IPPS/IERM or any other relevant professional bodies.
- Experience with teaching in an ODeL environment.
- Participation in community engagement (academia).

LECTURER: NATURE CONSERVATION (P8) x3: (Ref: CAES/GD/14/2022)

Post specific requirements for Lecturer:

- Masters or equivalent in Nature Conservation with focus on vegetation management, NQF level 9 (*foreign qualifications to be evaluated by SAQA*).
- Intention to register for a Doctoral degree (draft proposal or application).
- Able to discuss their teaching reflection and statement.
- A minimum of 1 year teaching experience (academia) OR 1 year relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- A minimum of 2 research output units* during the previous 5 years (academia) OR 1 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) OR a minimum of 0,5 research output units* during the previous 5 years (academia) OR no research output unit* during the previous 3 years (other than academia). (Waived if Masters degree obtained within the last two years (all candidates)).
- Demonstrate potential to incorporate community engagement into Tuition or Research (other than academia).
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia) OR 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:

- Registered with Game Rangers Association of Africa and/or SACNASP
- Experience with teaching in an ODeL environment.
- Participation in community engagement (academia).

**DEPARTMENT OF GEOGRAPHY
SCIENCE CAMPUS, FLORIDA**

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

PROFESSOR/ASSOCIATE PROFESSOR: PHYSICAL GEOGRAPHY (P5) x1: (Ref: CAES/GD/15/2022)

Post specific requirements for Professor:

- PhD or equivalent in Geography, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 5 years teaching experience of which 2 must be teaching experience (academia) OR 5 years relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academia) OR 1 doctoral candidate supervised to completion (other than academic).
- 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).
- Active involvement in community engagement with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of community engagement 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).

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

Recommendations:

- 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 or equivalent in Geography, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

ASSOCIATE PROFESSOR: HUMAN/PHYSICAL GEOGRAPHY (P6) x1: (Ref: CAES/GD/16/2022)

Post specific requirements for Associate Professor:

- PhD or equivalent in Geography, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).

- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

SENIOR LECTURER: PHYSICAL GEOGRAPHY (P7) x1: (Ref: CAES/GD/17/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Geography, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years) (all candidates).
- Involvement in community engagement, 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 community engagement (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:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: COMMUNITY ENGAGEMENT HUMAN GEOGRAPHY (P7) x1 (Ref: CAES/GD/18/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Geography, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years) (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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

Recommendations:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

**DEPARTMENT OF LIFE AND CONSUMER SCIENCES
SCIENCE CAMPUS, FLORIDA**

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

PROFESSOR: MICROBIOLOGY (P5) x1: (Ref: CAES/GD/19/2022)

Post specific requirements for Professor:

- PhD or equivalent in Microbiology or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 5 years teaching experience of which 2 must be teaching experience (academia) OR 5 years relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academia) OR 1 doctoral candidate supervised to completion (other than academic).
- 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).
- Active involvement in community engagement with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of community engagement 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).

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

Recommendations:

- 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).

PROFESSOR/ ASSOCIATE PROFESSOR: MICROBIOLOGY (P5/P6) x1: (Ref: CAES/GD/20/2022)

Post specific requirements for Professor:

- PhD or equivalent in Microbiology or related discipline, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 5 years teaching experience of which 2 must be teaching experience (academia) OR 5 years relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academia) OR 1 doctoral candidate supervised to completion (other than academic).

- 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).
- Active involvement in community engagement with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of community engagement 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).

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

Recommendations:

- 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 or equivalent in Microbiology or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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).
- A minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia).
- Involvement in the international wider academic community and learned societies (academia).

SENIOR LECTURER: MICROBIOLOGY (P7) x1: (Ref: CAES/GD/21/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent Microbiology or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching experience (academia) OR 3 years relevant experience (other than academia).
- Experience in teaching postgraduate courses or postgraduate project supervision (academia).
- 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 community engagement, 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 community engagement (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:

- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).

PROFESSOR/ ASSOCIATE PROFESSOR: BIOMEDICAL SCIENCES (P5/P6) x1: (Ref: CAES/GD/22/2022)

Post specific requirements for Professor:

- PhD or equivalent in Biomedical Sciences or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 5 years teaching experience of which 2 must be teaching experience (academia) OR 5 years relevant experience (other than academia).
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academia) OR 1 doctoral candidate supervised to completion (other than academic).
- 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 units* during the previous 3 years (other than academia).
- Active involvement in community engagement with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of community engagement 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).

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

Recommendations:

- 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 or equivalent in Biomedical Sciences or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.

- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

SENIOR LECTURER: BIOMEDICAL SCIENCES (P7) x1: (Ref: CAES/GD/23/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Biomedical Sciences or related field (NQF level 5) is compulsory or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: BIOLOGICAL SCIENCES (P7) x1: (Ref: CAES/GD/24/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent Biological Sciences or related field (NQF level 5) is compulsory. or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: BIOCHEMISTRY (P7) x1: (Ref: CAES/GD/25/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in the field of Biochemistry or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching experience (academia) OR 3 years relevant experience (other than academia).
- Experience in teaching postgraduate courses or postgraduate project supervision (academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Good theoretical and conceptual knowledge of the value of the field in the context of community engagement.
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).

SENIOR LECTURER: BIOTECHNOLOGY (P7) x1: (Ref: CAES/GD/26/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in the field of Biotechnology or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: HUMAN PHYSIOLOGY (P7) x1: (Ref: CAES/GD/27/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in the field of Human Physiology or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: GENETICS (P7) x1: (Ref: CAES/GD/28/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Genetics or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

ASSOCIATE PROFESSOR: BOTANY (P6) x1: (Ref: CAES/GD/29/2022)

Post specific requirements for Associate Professor:

- PhD or equivalent in Botany or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 4 years teaching experience of which 2 must be teaching experience (academia) OR 4 years relevant experience (other than academia).
- 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).
- 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 OR rated as a researcher by the NRF in any category (academia) OR evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (other than academia).
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in community engagement (other than academia).
- Demonstrate an understanding of possibilities of community engagement 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).

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Recommendations:

- 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 membership in at least one relevant learned society (other than academia)
- Involvement in the international wider academic community and learned societies (academia).

SENIOR LECTURER: ZOOLOGY (P7) x1: (Ref: CAES/GD/30/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Zoology or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: CLOTHING & TEXTILE (P7) x1: (Ref: CAES/GD/31/2022)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Clothing & Textile or related field, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: HOSPITALITY (P7) x2: (Ref: CAES/GD/32/2022)

Post specific requirements for Senior Lecturer:

- PhD in Hospitality/Tourism or related qualification with thesis in accommodation/hotel operations, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: FOOD SCIENCE (P7) x1: (Ref: CAES/GD/33/2022)

Post specific requirements for Senior Lecturer:

- PhD in Food Science/ Food Technology or related qualification with thesis in Food Science/Food Technology, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

SENIOR LECTURER: FOOD AND BEVERAGES (P7) x2: (Ref: CAES/GD/34/2022)

Post specific requirements for Senior Lecturer:

- PhD in Food & Beverage/Food Services or related qualification with thesis in Food and Beverage/ Food Services, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Able to discuss their teaching reflection and statement.
- A minimum of 3 years teaching experience, of which 2 must be teaching OR 3 years relevant experience (other than academia).
- 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 minimum of 3,5 research output units* during the previous in 5 years OR 1,5 research output units* during the previous in 3 years (other than academia). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in community engagement, 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 community engagement (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).

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Recommendations:

- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (other than academia).
- Involvement in the national learned societies (academia).

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
011 471 3161 Mr LJ Fourie CAES2PA@unisa.ac.za
011 471 3161 Mrs M Botha CAES3PA@unisa.ac.za

APPLICATIONS TO BE FORWARDED AS FOLLOWS	
Applications for: Senior Lecturer should all be forwarded to Mrs GN Dibetle	CAES1PA@unisa.ac.za
Applications for: Lecturer should all be forwarded to Mr LJ Fourie	CAES2PA@unisa.ac.za
Applications for: Professor, Professor/Associate Professor, Associate Professor, and Associate Professor/Senior Lecturer should all be forwarded to Mrs M Botha	CAES3PA@unisa.ac.za

Closing Date : **25 February 2022** (before close of business at 16:00).

How to apply:

- The completed prescribed [APPLICATION FORM FOR A PERMANENT ACADEMIC POST](#) must be accompanied by a COMPREHENSIVE CURRICULUM VITAE and;
 - identity document (including passport, work permit, permanent residence permit or proof of nationalization 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).
- 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.
- 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 

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

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

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.