



UNIVERSITY OF SOUTH AFRICA

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 HUMAN SCIENCES**.

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 non academic positions) – Describe how you intend to approach teaching and learning by taking into account 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 (ODL) Pedagogy

The above mentioned Policies of UNISA can be accessed on the web using a search engine. In the event that you cannot trace the ODL 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-centered approach
- Involvement in, or approach to, teaching at either undergraduate or postgraduate level
- Involvement in developing study material as an individual or in a team approach
- The extent to which you have, or would, use an electronic learning platform for teaching
- Your pass success rates in the courses you teach/taught and your plan to increase or maintain these rates
- A peer and student evaluation of your teaching
- Your involvement in and provision of learner support to students

ACTIVITY:



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

Candidates are expected to submit a research reflection or portfolio

ACTIVITY:



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



The following positions exist in the department:

DEPARTMENT OF AFRICAN LANGUAGES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND
(NON-ACADEMICS) CANDIDATES FROM INDUSTRY

Lecturer/ Junior Lecturer (x2): Tshivenda (Ref. CHS/IR/2022-0104)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in Tshivenda linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units during the previous 5 years (academics) OR 1 research output units during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
- 0.5 research outputs during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages (with specialisation in Tshivenda linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement

Recommendation:

- Teaching experience

Lecturer / Junior Lecturer (x3): Setswana (Ref. CHS/IR/2022-0105)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in Setswana linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units× during the previous 5 years (academics) OR 1 research output units× during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
- 0.5 research outputs during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages (with specialisation in Setswana linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement

Recommendation:

- Teaching experience

Senior Lecturer x1 - Lecturer/ Junior Lecturer (x2): IsiXhosa (Ref. CHS/IR/2022-0106)

Post specific requirements for Senior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 10 (e.g. D Ed, PhD, DLit et Phil) in African Languages (with specialisation in IsiXhosa linguistics and/or literature (foreign qualifications to be evaluated by SAQA)
- Able to discuss teaching reflection and statement
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Experience in teaching postgraduate courses or postgraduate project supervision (academics)
- A research reflection and portfolio for both academics and non-academics
- 5 research output units during the previous 5 years (academics) OR 3 research output units during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
- 3.5 research outputs during the previous 5 years OR 1.5 research outputs during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in IsiXhosa linguistics and/or literature (*foreign qualifications to be evaluated by SAQA*))
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units during the previous 5 years (academics) OR 1 research output unit× during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 0.5 research outputs during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages (with specialisation in IsiXhosa linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement

Recommendation:

- Teaching experience

Senior Lecturer / Lecturer (x2): IsiNdebele (Ref. CHS/IR/2022-0107)

Post specific requirements for Senior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 10 (e.g. D Ed, PhD, DLit et Phil) in African Languages (with specialisation in IsiNdebele linguistics and/or literature (foreign qualifications to be evaluated by SAQA)
- Able to discuss teaching reflection and statement
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Experience in teaching postgraduate courses or postgraduate project supervision (academics)
- A research reflection and portfolio for both academics and non-academics
- 5 research output units* during the previous 5 years (academics) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 3.5 research outputs during the previous 5 years OR 1.5 research outputs during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in IsiNdebele linguistics and/or literature (*foreign qualifications to be evaluated by SAQA*))
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units* during the previous 5 years (academics) OR 1 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 0.5 research outputs during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Senior Lecturer/ Lecturer x1 - Lecturer/ Junior Lecturer (x1): Sesotho (Ref. CHS/IR/2019-0108)

Post specific requirements for Senior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 10 (e.g. D Ed, PhD, DLit et Phil) in African Languages (with specialisation in Sesotho linguistics and/or literature (foreign qualifications to be evaluated by SAQA)
- Able to discuss teaching reflection and statement
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Experience in teaching postgraduate courses or postgraduate project supervision (academics)
- A research reflection and portfolio for both academics and non-academics
- 5 research output units* during the previous 5 years (academics) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 3.5 research outputs during the previous 5 years OR 1.5 research outputs during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in Sesotho linguistics and/or literature (foreign qualifications to be evaluated by SAQA)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units during the previous 5 years (academics) OR 1 research output units during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 0.5 research outputs during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages (with specialisation in Sesotho linguistics and/or literature) (foreign qualifications to be evaluated by SAQA)
- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement

Recommendation:

- Teaching experience

Lecturer / Junior Lecturer (x1): Sesotho sa Leboa (Ref. CHS/IR/2022-0109)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in Sesotho sa Leboa linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units* during the previous 5 years (academics) OR 1 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 0.5 research outputs during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages (with specialisation in Sesotho sa Leboa linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement

Recommendation:

- Teaching experience

Lecturer / Junior Lecturer (x1): Siswati (Ref. CHS/IR/2022-0110)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in Siswati linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units* during the previous 5 years (academics) OR 1 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 0.5 research outputs during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages (with specialisation in Siswati linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)

- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement

Recommendation:

- Teaching experience

Lecturer / Junior Lecturer (x1): Xitsonga (Ref. CHS/IR/2022-0111)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in Xitsonga linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units^x during the previous 5 years (academics) OR 1 research output units^x during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 0.5 research outputs during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

- Applicable and relevant qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages (with specialisation in Xitsonga linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement

Recommendation:

- Teaching experience

Lecturer/ Junior Lecturer (x2): IsiZulu (Ref. CHS/IR/2022-0112)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in African Languages (with specialisation in IsiZulu linguistics and/or literature) (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement
- 1-year teaching experience (academics) OR 1-year relevant experience (non-academics)
- A research reflection and/or portfolio for both academics and non-academics
- 2 research output units^x during the previous 5 years (academics) OR 1 research output units^x during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 0.5 research outputs during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
- Evidence of participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

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

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

HOW TO APPLY: See last page of advertisement

- Applicable and relevant qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages (with specialisation in IsiZulu (*foreign qualifications to be evaluated by SAQA*))
- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement

Recommendation:

- Teaching experience

Salary : Remuneration is commensurate with the seniority of the position
Assumption of duty : 01 January 2020
Enquiries : **Mr IR Raulinga (Tel. 012 429 2738)**
Ms S Janssen (Tel. 012 429 8889)

Closing Date : **18 November 2022** (*Deliver application before close of business at 16:00*)

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



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

ACTIVITY:



- Applications must be emailed to **chs1pa@unisa.ac.za**.
- If you apply for more than one position, each application must be emailed separately.



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

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