



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 (FOR ACADEMIC POSITIONS ONLY):**

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:**



## **RESEARCH STATEMENT (ONLY FOR POSITIONS IN THE INSTITUTE FOR SOCIAL AND HEALTH SCIENCES):**

All applicants to attach a research statement (max 2 000 words) to their application:

**Where applicable, the statement must deal with:**

- The candidate's involvement/approach in research, his/her research goals as well as a detailed description of his/her research profile
- The candidate's approach to foster a research-centred approach
- The candidate's involvement in developing new research methodologies and analytical methods
- The extent to which the candidate make use of research technology
- The candidate's involvement in and providing research support to stakeholder groups
- The candidate's involvement in/approach to teaching at postgraduate level (including reference to pass, success and throughput rates and the enhancement of it)

**ACTIVITY:**



## **APPLICATION FORM FOR A PERMANENT ACADEMIC POST**



## The following positions exist in the various departments:

DEPARTMENT OF AFRICAN LANGUAGES  
MUCKLENEUK CAMPUS (PRETORIA)

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

**Senior Lecturer/Lecturer (P7/8): Siswati (x1)** (Ref. CHS/SEM/101-2024) (Re-advertisement)

**Post specific requirements for Senior Lecturer:**

- A doctoral degree, NQF level 10, in African Languages with specialisation in Siswati linguistics and/or literature (*foreign qualifications to be evaluated by SAQA*)
  - 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
  - Able to discuss teaching reflection and statement
  - Experience in teaching postgraduate courses or postgraduate project leadership (academics)
  - A research reflection and portfolio (academics and non-academics)
  - 5 research output units\* during the previous 5 years 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 output units\* during the previous 5 years OR 1.5 research output units\* 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)).

**Recommendation:**

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

**Post specific requirements for Lecturer:**

- A master's degree, NQF level 9, 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 (all candidates)
  - 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
  - A research reflection and/or portfolio (academics and non-academics)
  - 2 research output units\* during the previous 5 years 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 output units\* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
  - Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
  - Excellent communication skills (both verbal and written) in the language of specialisation.
  - Good theoretical knowledge of the discipline
- ✱ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

**Recommendation:**

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

DEPARTMENT OF AFRIKAANS AND THEORY OF LITERATURE

MUCKLENEUK CAMPUS (PRETORIA)

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

**Professor (P5): Theory of Literature (x1) (Ref. CHS/SJ/102-2024)**

**Post specific requirements for Professor:**

- A doctoral degree, NQF level 10, in Theory of Literature or general literary studies (*foreign qualifications to be evaluated by SAQA*)
- A minimum of 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academics) OR 1 doctoral candidate supervised to completion (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 7 research output units\* during the previous 5 years OR 5 research output units\* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 5.5 research output units\* during the previous 5 years OR 3.5 research output units\* during the previous 3 years (articles must be peer reviewed, not necessarily in the DHET accredited journal list) (non-academics)
- Active involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or curriculum transformation and/or research outputs (academics)
- Evidence (academic and other than academic) of the impact of the engagement on the community (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Evidence of membership in at least 1 relevant learned society (non-academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

**Recommendation:**

- Experience with teaching in an ODeL environment
- Evidence of contribution in the international wider academic community and learned societies (academics)

**Senior Lecturer (P7): Afrikaans Linguistics (x1) (Ref. CHS/SJ/103-2024)**

**Post specific requirements for Senior Lecturer:**

- A doctoral degree, NQF level 10, in Afrikaans Linguistics (foreign qualifications to be evaluated by SAQA)
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units\* during the previous 5 years 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 output units\* during the previous 5 years OR 1.5 research output units\* 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)).**

**Recommendation:**

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

DEPARTMENT OF LINGUISTICS AND MODERN LANGUAGES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

**Senior Lecturer (P7): Linguistics/Applied Linguistics (x1) (Ref. CHS/SEM/104-2024) (re-advertisement)**

**Post specific requirements for Senior Lecturer:**

- A doctoral degree, NQF level 10, in Linguistics/Applied Linguistics (foreign qualifications to be evaluated by SAQA)
  - 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
  - Able to discuss teaching reflection and statement (all candidates)
  - Experience in teaching postgraduate courses or postgraduate project leadership (academics)
  - A research reflection and portfolio (academics and non-academics)
  - 5 research output units\* during the previous 5 years 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 output units\* during the previous 5 years OR 1.5 research output units\* 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)).

**Recommendation:**

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

**Lecturer (P8) : French (x1) (Ref. CHS/SEM/105-2024) (re-advertisement)**

**Post specific requirements for Lecturer:**

- A master's degree, NQF level 9, in French (foreign qualifications to be evaluated by SAQA)
  - Intention to register for a Doctoral degree
  - Able to discuss teaching reflection and statement (all candidates)
  - 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
  - A research reflection and/or portfolio (academics and non-academics)
  - 2 research output units\* during the previous 5 years 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 output units\* during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
  - 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)).

**Recommendation:**

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

**DEPARTMENT OF ANTHROPOLOGY AND ARCHAEOLOGY**  
**MUCKLENEUK CAMPUS (PRETORIA)**

<b>(ACADEMICS)</b>	<b>CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND</b>
<b>(NON-ACADEMICS)</b>	<b>CANDIDATES FROM INDUSTRY</b>

**Professor (P5): Anthropology/Social Anthropology (x1)** (Ref. CHS/SJ/106-2024)

**Post specific requirements for Professor:**

- A doctoral degree, NQF level 10, in Anthropology/Social Anthropology (*foreign qualifications to be evaluated by SAQA*)
- A minimum of 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academics) OR 1 doctoral candidate supervised to completion (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 7 research output units\* during the previous 5 years OR 5 research output units\* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 5.5 research output units\* during the previous 5 years OR 3.5 research output units\* during the previous 3 years (articles must be peer reviewed, not necessarily in the DHET accredited journal list) (non-academics)
- Active involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or curriculum transformation and/or research outputs (academics)
- Evidence (academic and other than academic) of the impact of the engagement on the community (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Evidence of membership in at least 1 relevant learned society (non-academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

**Recommendation:**

- Experience with teaching in an ODeL environment
- Evidence of contribution in the international wider academic community and learned societies (academics)

**Senior Lecturer (P7): Anthropology/Social Anthropology (x1)** (Ref. CHS/SJ/107-2024)

**Post specific requirements for Senior Lecturer:**

- A doctoral degree, NQF level 10, in Anthropology/Social Anthropology (foreign qualifications to be evaluated by SAQA)
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units\* during the previous 5 years 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 output units\* during the previous 5 years OR 1.5 research output units\* 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
- ✘ **(Accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) / accredited creative outputs as recognised by the Government Gazette).**

**Recommendations:**

- Experience of teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- Expertise in digital, animation or multimedia arts
- Experience/background in archaeology will be an added advantage

**DEPARTMENT OF HISTORY**  
**MUCKLENEUK CAMPUS (PRETORIA)**

<b>(ACADEMICS)</b>	<b>CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND</b>
<b>(OTHER THAN ACADEMICS)</b>	<b>CANDIDATES FROM OTHER BACKGROUNDS</b>

**Professor (P5): History (x2) (Ref. CHS/SJ/108-2024)**

**Post specific requirements for Professor:**

- A doctoral degree, NQF level 10, in History or Historical and Heritage Studies (*foreign qualifications to be evaluated by SAQA*)
- A minimum of 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academics) OR 1 doctoral candidate supervised to completion (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 7 research output units\* during the previous 5 years OR 5 research output units\* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 5.5 research output units\* during the previous 5 years OR 3.5 research output units\* during the previous 3 years (articles must be peer reviewed, not necessarily in the DHET accredited journal list) (non-academics)
- Active involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or curriculum transformation and/or research outputs (academics)
- Evidence (academic and other than academic) of the impact of the engagement on the community (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Evidence of membership in at least 1 relevant learned society (non-academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

**Recommendation:**

- Experience with teaching in an ODeL environment
- Evidence of contribution in the international wider academic community and learned societies (academics)

DEPARTMENT OF DEVELOPMENT STUDIES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

**Professor (P5): Development Studies (x1) (Ref. CHS/SJ/109-2024)**

**Post specific requirements for Professor:**

- A doctoral degree, NQF level 10 in Development Studies or related discipline (*foreign qualifications to be evaluated by SAQA*)
- A minimum of 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academics) OR 1 doctoral candidate supervised to completion (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 7 research output units\* during the previous 5 years OR 5 research output units\* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 5.5 research output units\* during the previous 5 years OR 3.5 research output units\* during the previous 3 years (articles must be peer reviewed, not necessarily in the DHET accredited journal list) (non-academics)
- Active involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or curriculum transformation and/or research outputs (academics)
- Evidence (academic and other than academic) of the impact of the engagement on the community (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Evidence of membership in at least 1 relevant learned society (non-academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

**Recommendation:**

- Experience with teaching in an ODeL environment
- Evidence of contribution in the international wider academic community and learned societies (academics)

**Lecturer (P8): Development Studies (x2) (Ref. CHS/SJ/110-2024)**

**Post specific requirements for Lecturer:**

- A master's degree, NQF level 9, in Development Studies or related discipline (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units\* during the previous 5 years 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 output units\* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- 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)).**

**Recommendation:**

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



**DEPARTMENT OF PSYCHOLOGY**  
**MUCKLENEUK CAMPUS (PRETORIA)**

<b>(ACADEMICS)</b>	<b>CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND</b>
<b>(OTHER THAN ACADEMICS)</b>	<b>CANDIDATES FROM OTHER BACKGROUNDS</b>

**Professor (P5): Psychology (x2)** (Ref. CHS/SJ/111-2024)

**Post specific requirements for Professor:**

- A doctoral degree, NQF level 10 in Psychology (*foreign qualifications to be evaluated by SAQA*)
- Registered with the HPCSA as a Clinical/Counselling/Research Psychologist or Registered Counsellor
- A minimum of 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academics) OR 1 doctoral candidate supervised to completion (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 7 research output units\* during the previous 5 years OR 5 research output units\* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 5.5 research output units\* during the previous 5 years OR 3.5 research output units\* during the previous 3 years (articles must be peer reviewed, not necessarily in the DHET accredited journal list) (non-academics)
- Active involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or curriculum transformation and/or research outputs (academics)
- Evidence (academic and other than academic) of the impact of the engagement on the community (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Evidence of membership in at least 1 relevant learned society (non-academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

**Recommendation:**

- Experience with teaching in an ODeL environment
- Evidence of contribution in the international wider academic community and learned societies (academics)
- Expertise in one or more of the following fields: Statistics and Quantitative research methods, Developmental Psychology Neuropsychology
- A senior Clinician with clinical supervision
- Mixed research methods
- Psychometry/Psychological assessment
- Curriculum design

**Associate Professor (P6): Psychology (x1)** (Ref. CHS/SJ/112-2024)

**Post specific requirements for Associate Professor:**

- A doctoral degree, NQF level 10 in Psychology (*foreign qualifications to be evaluated by SAQA*)
- Registered with the HPCSA as a Clinical Psychologist
- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement
- Successful supervision of postgraduate (master's and/or doctoral) candidate to completion (academics)
- A research reflection and/or portfolio (academic and non-academic)
- 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 (academics)
- 4.5 research output units\* during the previous 5 years OR 2.5 research output units\* during the previous 3 years (non-academics)
- Evidence of the reviewed research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)

- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

**Recommendation:**

- Experience with teaching in an ODeL environment
- Successful supervision of postgraduate candidate to completion (non-academics)
- Involvement in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Expertise in one or more of the following fields: Clinic supervision, Psychometry/psychological assessments, developmental psychology, Neuropsychology, Quantitative research methods

**Lecturer (P8): Psychology (x3) (Ref. CHS/SJ/113-2024)**

**Post specific requirements for Lecturer:**

- A master's degree, NQF level 9, in Psychology (*foreign qualifications to be evaluated by SAQA*)
- Registered with the HPCSA as a Clinical/Counselling/Research Psychologist or Registered Counsellor
- Intention to register for a Doctoral degree
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units\* during the previous 5 years 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 output units\* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- 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)).**

**Recommendation:**

- Experience of teaching in an ODeL environment
- Participation in community engagement
- Expertise in one or more of the following fields: Psychometry/psychological assessments, Neuropsychology, Developmental psychology, clinical supervision
- Registered counsellor for at least 3 years in the field

**INSTITUTE FOR SOCIAL AND HEALTH SCIENCES**

**JOHANNESBURG SOUTH (LENASIA)**

**(ACADEMICS)**

**CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND**

**(OTHER THAN ACADEMICS)**

**CANDIDATES FROM OTHER BACKGROUNDS**

**Professor (P5) (x1) (Ref. CHS/SJ/114-2024)**

The ISHS seeks to develop the collective and individual contributions of its researchers, and harness their expertise within the social, psychological, and public health sciences towards producing knowledges and actions that deepen understandings of social, political, psychological and health phenomena, and in so doing transform the social and health sciences. Applicants should demonstrate a developed record in research and publications; post-graduate supervision; niche area research that resonates with that of the Institute; peer and emerging researcher mentorship; community and policy engagements; academic citizenship; and transdisciplinary thought.

**Post specific requirements for Professor:**

- A doctoral degree, NQF level 10, in Social and/or Public Health Sciences (foreign qualifications to be evaluated by SAQA) and relevant to the Institute's focus
- A minimum of 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academics) OR 1 doctoral candidate supervised to completion (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 15 research output units\* during the previous 5 years OR 9 research output units\* during the previous 3 years OR 3 research output units\* during the previous 1 year
- 
- Active involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or curriculum transformation and/or research outputs (academics)
- Evidence (academic and other than academic) of the impact of the engagement on the community (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Evidence of membership in at least 1 relevant learned society (non-academics)
- A valid driver's license (attach proof)
- Participation in community engagement and outreach
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

**Recommendation:**

- Registration with a professional or disciplinary body
- Record of publications above the Professor threshold
- A record in resource mobilisation, Evidence of grants above R250 000 in the last (3) three years
- Awards in recognition of research, publications and/or community engagement

**Responsibilities:**

- Post graduate student supervision and examination and peer mentorship
- Conducts discussions, group visits and lectures for postgraduate students
- Ensure compliance with the College's Quality Assurance Framework, the College's Service Charter, the HEQC and NADEOSA
- Conducts research to produce at least 15 accredited research outputs in a period of five years
- Mobilise research grants, support M and D students to publish articles, approves research proposals, policies procedures and research outputs

- Participate to organise and attend conferences and seminars
- Participate in community development and capacity building to address needs of communities
- Participate in university structures/committees on various levels
- Be involved in professional, national and international bodies/boards
- Do editorial work for journals in relevant disciplines

**Senior Researcher (P7) (x1) (Ref. CHS/SJ/115-2024)**

The ISHS seeks to develop the collective and individual contributions of its researchers, and harness their expertise within the social, psychological, and public health sciences towards producing knowledges and actions that deepen understandings of social, political, psychological and health phenomena, and in so doing transform the social and health sciences. Applicants should demonstrate a developed record in research and publications; post-graduate supervision; niche area research that resonates with that of the Institute; peer and emerging researcher mentorship; community and policy engagements; academic citizenship; and transdisciplinary thought.

**Post specific requirements for Senior Researcher:**

- A doctoral degree, NQF level 10, in Social and/or Public Health Sciences (foreign qualifications to be evaluated by SAQA) and relevant to the Institute's focus
  - Sound publication output record as per the Unisa Research and Innovation Policy, 5 research output units\* during the previous 5 years OR 3 research output units\* during the previous 3 years
  - 3 years relevant community-engaged research experience in ISHS niche areas, i.e. from these areas: Black Planetary Studies; community engaged participatory research; violence and injury prevention or safety promotion; and liberatory epistemologies
  - Proven experience in research project management (ability to execute large research projects independently)
  - Experience and record in scientific and technical presentations in multiple fora
  - Expertise in multi-method research methodologies
  - 3 years' experience in post-graduate supervision, mentorship, and support for equity candidates and emerging researchers
  - 3-year record of participation in committees, associations, journal boards, task teams and voluntary associations
  - Evidence of membership of at least one relevant professional association or learned society
  - Capacity to work independently and in teams
  - A valid driver's license (attach proof)
  - Participation in community engagement and outreach
- ✗ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

**Recommendation:**

- Registration with a professional or disciplinary body
- Record of publications above the Senior Researcher threshold
- A record in resource mobilisation, Evidence of grants above R250 000 in the last (3) three years
- Awards in recognition of research, publications and/or community engagement
- NRF rating would be an advantage

**Responsibilities:**

- Conduct research assuming a participatory, planetary, and liberatory orientation across the Institute's niche areas
- Oversee the coordination, design, implementation, supervision, and evaluation of ISHS research, intervention and post-graduate training projects
- Supervise interns, post-graduate students, and research and support staff
- Generate accredited single author and collaborative publications
- Co-lead and support emerging researchers' development
- Actively participate in community engagement, policy advocacy and academic citizenship as related to ISHS niche areas
- Contribute to resource mobilisation and internationalisation of ISHS research and scholarship
- (Co)/Lead on public intellectual activities and production of multi-media platforms
- Contribute to achieving the strategic, academic, and operational objectives of ISHS, the host college and the university.

**Salary** : Remuneration is commensurate with the seniority of the position  
**Assumption of duty** : As soon as possible  
**Enquiries** : (012 429 8889) Ms S Janssen (HR Advisor: College of Human Sciences)  
**Closing Date** : 13 September 2024

**ACTIVITY:**



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)
  - **current registration with the regulatory body (SANC) (attach proof) if applying for positions in Health Studies**
  - **current registration with the HPCSA as Clinical/Counselling/Research Psychologist (attach proof) if applying for positions in Psychology**
  - **current registration as a Social Worker with a professional body (SACSSP) (attach proof) if applying for positions in Social Work**
  - **for ACADEMIC POSITIONS** a teaching statement (refer to page 1 of advertisement)
  - **for RESEARCH POSITIONS (only for positions in the Institute for Social and Health Sciences)** a research 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 forwarded by email to: [chs2pa@unisa.ac.za](mailto:chs2pa@unisa.ac.za)
- If you apply for more than one position, each application must be in a separate email.



- **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.**