



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 various departments:

The following positions exist in the various departments:

SCHOOL OF TEACHER EDUCATION DEPARTMENT OF CURRICULUM AND INSTRUCTIONAL STUDIES MUCKLENEUK (PRETORIA)

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

Full Professor/Associate Professor (X3): Curriculum and Instructional Studies (Ref: CEDU/IR/2023-001)

Qualifications

- A Doctoral degree in Education at NQF level 10 with specialisation in **Didactics** or **Curriculum Studies** (*foreign qualifications to be evaluated by SAQA*)

Experience

- For Full Professor: At least five 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- For Associate Professor: At least 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)

For Full Professor: Post specific requirements

- A minimum of 7 accredited research output points in the last 5 years or a minimum of 5 research output points in the last 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)
 - Registered with a professional body (if required)
 - Able to discuss teaching reflection and statement
 - A research reflection and/or portfolio (academics and non-academics)
- 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)
- Theoretical knowledge of Curriculum Studies/Instructional design/Assessment content in the under- and postgraduate qualification/s
- Ability and willingness to lead and engage in team work.
- Leadership in research in the relevant related discipline and niche area
- Demonstrate leadership in the development of study material at under- and postgraduate levels
- Evidence of mentoring developing emerging scholars
- Experience in leadership in teacher education programmes in the relevant/ related discipline
- Ability to source external funding
 - 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act

Recommendations:

- Experience with teaching in an ODeL environment
- Evidence of contribution in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- A plan to become an NRF rated scholar, or to retain or improve an existing rating.

Associate Professor : Curriculum and Instructional Studies

For Associate Professor: Post specific requirements

- 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 outputs during the previous 5 years OR 2.5 research outputs during the previous 3 years (non-academics)
 - Able to discuss teaching reflection and statement
 - Successful supervision of postgraduate candidate to completion (academics)
 - A research reflection and/or portfolio (academic and non-academic)
 - U Leadership in research in the relevant related discipline and niche area
 - Demonstrate leadership in the development of study material at under- and postgraduate levels
 - Evidence of mentoring developing emerging scholars
 - Experience in leadership in teacher education programmes in the relevant/ related discipline
 - Ability to source external funding
 - Theoretical knowledge of Curriculum Studies/Instructional design/Assessment content in the under- and postgraduate qualification/s
 - Evidence of 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)
 - Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063
- ✱ ***(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
- 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)
- A plan to become an NRF rated scholar, or to retain or improve an existing rating.

Senior Lecturer/ Lecturer (X1): Curriculum and Instructional Studies (Ref: CEDU/IR/2023-002

Qualifications

- A Doctoral degree in Education at NQF level 10 with specialisation in **Didactics** or **Curriculum Studies** (*foreign qualifications to be evaluated by SAQA*)

Experience

- At least 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)

Post specific requirements

- A minimum of 5 accredited research output points in the last 5 years or a minimum of 3 research output points in the last 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*)
- *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)
- Evidence of masters/doctoral supervision
- Theoretical knowledge of the relevant discipline; **Curriculum Studies/Instructional design/Assessment**
- Knowledge of the curriculum of **Curriculum Studies/Instructional design/Assessment** in the under- and postgraduate qualification/s
- 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

Recommendations

- Experience of teaching in an ODeL environment

- Excellent people and administration skills
- Affiliation to at least one (1) professional and or academic association
- Reasonable expertise in research methodologies, approaches, and ethics
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- A plan to become an NRF rated scholar, or to retain or improve an existing rating.

Lecturer (X1): Curriculum and Instructional Studies (Ref: CEDU/IR/2023-003)

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 **Curriculum Studies**. (*foreign qualifications to be evaluated by SAQA*)
- Registered with a professional body (if required)
- 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 (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 outputs 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)).

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement
- Registered for Doctoral degree

SCHOOL OF TEACHER EDUCATION DEPARTMENT OF MATHEMATICS EDUCATION MUCKLENEUK (PRETORIA)

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

Full Professor/Associate Professor (X2): Mathematics Education (Ref: CEDU/IR/2023-004)

Qualifications

- A Doctoral degree in Education at NQF level 10 with specialisation in **Mathematics Education** or in a relevant related discipline (*foreign qualifications to be evaluated by SAQA*)

Experience

- For Full Professor: At least 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- For Associate Professor: At least 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)

Post specific requirements

- A minimum of 7 research output points in the last 5 years or a minimum of 5 research output points in the last 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)
- At least two postgraduate candidates successfully supervised to completion, one of which must be a Doctoral candidate
- Theoretical knowledge of **Mathematics Education** content in the under- and post-graduate qualification/s
- Ability and willingness to lead and work in teams
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline

- Demonstrate leadership in the development of study material at under- and post-graduate levels
- Experience in leadership in teacher education programmes in the relevant/ related discipline
- Leadership in ODeL research and own niche area
- Evidence of mentoring developing/emerging researchers
- Ability to source external funding
- 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act where relevant

Associate Professor / Senior Lecturer(X1): Mathematics Education (Ref: CEDU/IR/2023-005)

Post specific requirements

- A minimum of (6) research output points in the last 5 years or a minimum of 4 research output points in the last 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research outputs during the previous 5 years OR 2.5 research outputs during the previous 3 years (non-academics)
- Successfully supervision of postgraduate candidate to completion
- Theoretical knowledge of **Mathematics Education** content in the under- and postgraduate qualification/s
- Ability and willingness to lead and work in teams
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline
- Leadership in ODeL research and own niche area
- Demonstrate leadership in the development of study material at under- and postgraduate levels
- Experience in leadership in teacher education programmes in the relevant/ related discipline
- Evidence of mentoring developing/emerging researchers
- Evidence of 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act where relevant

Recommendations

- Teaching and/or research experience through online mode (not applicable if the applicant is not from an academic teaching institution)
- Evidence of leadership in community engagement projects
- Experience with usage of various technologies for teaching, learning and research
- Excellent people, administration, and project management skills
- A plan to become an NRF related scholar, or to retain or improve an existing rating
- Affiliation and leadership role in at least one (1) professional and academic association
- Reasonable expertise in research methodologies, approaches, and ethics
- Ability to source external funding

For Senior Lecturer: Post specific requirements

Experience

- At least 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)

Post specific requirements

- A minimum of 5 accredited research output points in the last 5 years or a minimum of 3 research output points in the last 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)*
- *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)
- Evidence of masters/doctoral supervision
- Theoretical knowledge of **Mathematics Education** content in the under- and postgraduate qualification/s
- 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

Recommendations

- Experience of teaching in an ODeL environment
- Excellent people and administration skills
- Affiliation to at least one (1) professional and or academic association
- Reasonable expertise in research methodologies, approaches, and ethics
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- A plan to become an NRF rated scholar, or to retain or improve an existing rating.

**SCHOOL OF EDUCATIONAL STUDIES
DEPARTMENT OF PSYCHOLOGY OF EDUCATION
MUCKLENEUK (PRETORIA)**

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

Full Professor/Associate Professor (X2): Psychology of Education (Ref: CEDU/IR/2023-006)

Qualifications

- A doctoral degree in at NQF level 10 (e.g., Ph.D.; DEd.) in Educational Psychology or in a related relevant discipline (*foreign qualifications to be evaluated by SAQA*)
- Evidence of registration as an educational psychologist with the HPCSA
- Honours and master's degrees in the related education/psychology disciplines

Experience

- Full professor: At least 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Associate professor: At least 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)

Post specific requirements

- Full professor: A minimum of seven (7) research output points in the last five (5) years or a minimum of five (5) research output points in the last three (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)
- Associate professor: A minimum of six (6) research output points in the last five (5) years or a minimum of four (4) research output points in the last three (3) years
- Full professor: At least two postgraduate candidates successfully supervised to completion, one of which must be a doctoral candidate.
- Associate professor: Successfully supervision of postgraduate candidate to completion
- Theoretical knowledge of **education and psychology disciplines** content in the under- and postgraduate qualifications
- Ability and willingness to lead and work in teams.
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline
- Demonstrate leadership in the development of study material at under- and postgraduate levels.
- Evidence of mentoring developing emerging scholars
- Ability to source external funding.
- Experience in leadership in teacher education programmes in the relevant/ related discipline
- 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act where relevant

Associate Professor/ Senior Lecturer(x3) Psychology of Education(Ref: CEDU/IR/2023-007

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Post specific requirements

- A minimum of six (6) research output points in the last five (5) years or a minimum of four (4) research output points in the last three (3) years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research outputs during the previous 5 years OR 2.5 research outputs during the previous 3 years (non-academics)
- Successfully supervision of postgraduate candidate to completion
- Theoretical knowledge of **education and psychology disciplines** content in the under- and postgraduate qualifications
- Ability and willingness to lead and work in teams
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline
- Demonstrate leadership in the development of study material at under- and postgraduate levels
- Evidence of mentoring developing emerging scholars
- Ability to source external funding
- Experience in leadership in teacher education programmes in the relevant/ related discipline
- Evidence of 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act where relevant

Recommendations

- Teaching and/or research experience through online mode (not applicable if the applicant is not from an academic teaching institution)
- Experience of professional master programme development, implementation and overseeing
- Experience with usage of various technologies for teaching, learning and research
- Evidence of leadership in community engagement projects
- Excellent people, administration, and project management skills
- A plan to become an NRF related scholar, or to retain or improve an existing rating
- Affiliation and leadership role in at least one (1) professional and academic association
- Reasonable expertise in research methodologies, approaches, and ethics
- Ability to source external funding

Senior Lecturer/ Lecturer (X2): Psychology of Education (Ref: CEDU/IR/2023-008))

Qualifications

- A doctoral degree, NQF level 10 (e.g., Ph.D.; DEd.), in Educational Psychology/Psychology of Education or in a related relevant discipline, with an honour's degree and a master's degree in educational psychology/Psychology of Education or in a related relevant discipline (*foreign qualifications to be evaluated by SAQA*)

Experience

- At least three (3) years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)

Post specific requirements

- A minimum of 5 accredited research output points in the last 5 years or a minimum of 3 research output points in the last 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)
- 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)
- Theoretical knowledge of the relevant discipline; Environmental Education
- Knowledge of the curriculum of Science and Technology in the under- and postgraduate qualification/s
- Ability to work collaboratively
- 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

Recommendations

- Experience of teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- Excellent people and administration skills
- Willingness to become an NRF rated scholar.
- Affiliation to at least one (1) professional and or academic association
- Reasonable expertise in research methodologies, approaches, and ethics

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 Educational Psychology/Psychology of Education or in a related relevant discipline, with an honour's degree and a master's degree in educational psychology/Psychology of Education or in a related relevant discipline (foreign qualifications to be evaluated by SAQA) (*foreign qualifications to be evaluated by SAQA*)
- Registered with a professional body (if required)
- 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 (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 outputs 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)).

Recommendations:

- Experience of teaching in an ODeL environment
- Participation in community engagement
- Registered for Doctoral degree.

**SCHOOL OF EDUCATIONAL STUDIES
DEPARTMENT OF EDUCATIONAL FOUNDATIONS
MUCKLENEUK (PRETORIA)**

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

Full Professor/Associate Professor (X3): Educational Foundations (Ref: CEDU/IR/2023-009)

Qualifications

- A Doctoral degree in Education at NQF level 10 with specialisation in **Philosophy of Education/ Comparative and International Education/ History of Education/ Sociology of Education** or in a relevant related discipline (*foreign qualifications to be evaluated by SAQA*)

Experience

- For Full Professor: At least 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)

- For Associate Professor: At least 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)

For Full Professor: Post specific requirements

- A minimum of 7 accredited research output points in the last 5 years or a minimum of 5 research output points in the last 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)
- At least two postgraduate candidates successfully supervised to completion, one of which must be a Doctoral candidate
- Theoretical knowledge of **Philosophy of Education/ Comparative Education/ History of Education/ Sociology of Education** content in the under- and postgraduate qualification/s
- Ability and willingness to lead and work in teams.
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline
- Leadership in ODeL research and own niche area
- Demonstrate leadership in the development of study material at under- and postgraduate levels.
- Evidence of mentoring developing emerging scholars
- Experience in leadership in teacher education programmes in the relevant/ related discipline
- Ability to source external funding.
- 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act where relevant

Associate Professor (X1): Educational Foundations (Ref: CEDU/IR/2023-010)

Qualifications

- PhD or DEd in one of the following or related disciplines: Philosophy of Education, Comparative Education, History of Education, Sociology of Education; Gender studies in Education

Experience

- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)

Post specific requirements

- Able to discuss teaching reflection and statement.
- Successful supervision of postgraduate 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 outputs during the previous 5 years OR 2.5 research outputs during the previous 3 years (non-academics)
- Evidence of research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)
- Theoretical knowledge of **Philosophy of Education/ Comparative Education/ History of Education/ Sociology of Education** content in the under- and postgraduate qualification/s
- Ability and willingness to lead and work in teams.
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline
- Leadership in ODeL research and own niche area
- Demonstrate leadership in the development of study material at under- and postgraduate levels.
- Evidence of mentoring developing emerging scholars
- Experience in leadership in teacher education programmes in the relevant/ related discipline
- Ability to source external funding.
- Evidence of 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act where relevant

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

Recommendations:

- Teaching and/or research experience through online mode (not applicable if the applicant is not from an academic teaching institution)
- Evidence of leadership in community engagement projects
- Experience with usage of various technologies for teaching, learning and research.
- Excellent people, administration, and project management skills
- A plan to become an NRF related scholar, or to retain or improve an existing rating.
- Affiliation and leadership role in at least one (1) professional and academic association
- Reasonable expertise in research methodologies, approaches, and ethics
- Ability to source external funding.

Senior Lecturer/Lecturer (X4): Educational Foundations (Ref: CEDU/IR/2023-011)

Qualifications

- For Senior Lecturer: Applicable and relevant qualification equivalent to NQF level 10 (e.g. D Ed, PhD, LLD) in Philosophy of Education, Comparative Education, History of Education, Sociology of Education (*foreign qualifications to be evaluated by SAQA*)
- 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 Philosophy of Education, Comparative Education, History of Education, Sociology of Education (*foreign qualifications to be evaluated by SAQA*)

Experience

- Senior Lecturer: 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Lecturer: 1 year teaching experience (academics) OR 1-year relevant experience (non-academics)

Post specific requirements for Senior Lecturer:

- 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 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*)
- Theoretical knowledge of **Philosophy of Education/ Comparative Education/ History of Education/ Sociology of Education** content in the under- and postgraduate qualification/s
- Ability and willingness to lead and work in teams.
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline
- 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

Post specific requirements for Lecturer:

- Registered with a professional body (if required)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement.
- 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 outputs 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)).

Recommendations:

- Experience of teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- A plan to become an NRF related scholar, or to retain or improve an existing rating.

**SCHOOL OF TEACHER EDUCATION
DEPARTMENT OF EARLY CHILDHOOD EDUCATION
MUCKLENEUK (PRETORIA)**

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

Professor/Associate Professor (X2): Early Childhood Education (Ref: CEDU/IR/2023-012)

Qualifications

- A Doctoral degree in Education at NQF level 10 in a relevant field (*foreign qualifications to be evaluated by SAQA*)

Experience

- For Full Professor: At least 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics) **in ECD/ Foundation Phase.**
- For Associate Professor: At least 4 years relevant experience of which 2 must be teaching experience in ECD/ Foundation Phase (academics) OR 4 years relevant experience (non-academics) **in ECD/ Foundation Phase.**

Post specific requirements

- A minimum of 7 research output points in the last 5 years or a minimum of 5 research output points in the last 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)
- 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)
- Theoretical knowledge **of ECD/ Foundation Phase** content in the under- and postgraduate qualification/s
- Ability and willingness to lead and work in teams
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline
- Leadership in ODeL research and own niche area
- Demonstrate leadership in the development of study material at under- and postgraduate levels
- Evidence of mentoring developing emerging scholars
- Ability to source external funding
- 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act where relevant

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

Associate Professor (X2): Early Childhood Education (Ref: CEDU/IR/2023-013)

Post specific requirements

- A minimum of (6) research output points in the last 5 years or a minimum of 4 research output points in the last 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research outputs during the previous 5 years OR 2.5 research outputs during the previous 3 years (non-academics)
- Successfully supervision of postgraduate candidates to completion
- Theoretical knowledge of **ECD/ Foundation Phase** content in the under- and postgraduate qualification/s
- Ability and willingness to lead and work in teams
- Excellent critical reading skills and editorship of academic work
- Leadership in research in the relevant/ related discipline
- Leadership in ODeL research and own niche area
- Demonstrate leadership in the development of study material at under- and postgraduate levels
- Experience in leadership in teacher education programmes in the relevant/ related discipline
- Evidence of mentoring developing/emerging researchers
- Evidence of 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)
- Demonstrate knowledge of Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063 the Health Professionals Act/ the Mental Health Care Act/ the Children's Act/ the Child Justice Act/ the Criminal Procedure Act where relevant

Recommendations

- Teaching and/or research experience through online mode (not applicable if the applicant is not from an academic teaching institution)
- Evidence of leadership in community engagement projects
- Experience with usage of various technologies for teaching, learning and research
- Excellent people, administration, and project management skills
- A plan to become an NRF related scholar, or to retain or improve an existing rating
- Affiliation and leadership role in at least one (1) professional and academic association
- Reasonable expertise in research methodologies, approaches, and ethics
- Ability to source external funding

Recommendations

- Teaching and/or research experience through online mode (not applicable if the applicant is not from an academic teaching institution)
- Evidence of leadership in community engagement projects
- Experience with usage of various technologies for teaching, learning and research
- Excellent people, administration, and project management skills
- A plan to become an NRF related scholar, or to retain or improve an existing rating
- Affiliation and leadership role in at least one (1) professional and academic association
- Reasonable expertise in research methodologies, approaches, and ethics
- Ability to source external funding

Senior Lecturer/ Lecturer (X7): Early Childhood Education (Ref: CEDU/IR/2023-014)

Qualifications

- A Doctoral degree at NQF level 10 degree in a relevant field (*foreign qualifications to be evaluated by SAQA*)

Experience

- At least 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics): Birth to four experiences/ teaching mathematics experience/ teaching science and technology experience/ teaching life skills experience (Music and Art) / teaching of Language Methodologies. The experience should be in the ECD/Foundation Phase.

Post specific requirements

- 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 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*)
- Theoretical knowledge of the relevant discipline; **Birth to four experience/ Teaching Mathematics / Teaching Science and Technology/Teaching Life Skills (Music & Art) /Teaching Language Methodologies. The experience should be in ECD/Foundation Phase**
- Knowledge of the curriculum of **ECD/Foundation Phase** in the under- and postgraduate qualification/s
- 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)).

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 **ECD/Foundation Phase** or in related field (*foreign qualifications to be evaluated by SAQA*)
 - Registered with a professional body (if required)
 - 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)
 - Good theoretical knowledge of the related /relevant discipline
 - Theoretical knowledge of the relevant discipline; **Birth to four experience/ Teaching Mathematics / Teaching Science and Technology/Teaching Life Skills (Music & Art) /Teaching Language Methodologies. The experience should be in ECD/Foundation Phase**
 - Knowledge of the curriculum of **ECD/Foundation Phase** in the under- and postgraduate qualification/s
 - 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 outputs during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
 - Evidence of participation in teacher education programmes (not applicable if the applicant is not from the academic institution)
 - 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
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- Excellent people and administration skills
- Willingness to become an NRF rated scholar
- Affiliation to at least one (1) professional and or academic association
- Reasonable expertise in research methodologies, approaches, and ethics

**SCHOOL OF EDUCATIONAL STUDIES
DEPARTMENT OF INCLUSIVE EDUCATION
MUCKLENEUK (PRETORIA)**

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

Lecturer (X1): Inclusive Education (Ref: CEDU/IR/2023-015)

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 Inclusive Education/ Special Needs Education/Disability Studies/Social Justice Education or in the related (*foreign qualifications to be evaluated by SAQA*)
- Registered with a professional body (if required)

- 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)
 - Good theoretical knowledge of the related /relevant discipline
 - Knowledge of South African Sign Language/Reading/ Dyslexia/ Speech and Communication/ Deaf/ hard of hearing/ Intellectual disability/ Autism/ ADHD/ Deaf-Blind
 - 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 outputs during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
 - Evidence of participation in teacher education programmes (not applicable if the applicant is not from the academic institution)
 - 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
- A plan to become an NRF rated scholar, or to retain or improve an existing rating

**COLLEGE OF EDUCATION
INSTITUTE FOR OPEN AND DISTANCE LEARNING
ROBERT SEBUKWE BUILDING (PRETORIA)**

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

Associate Professor (x2) Institute for Open and Distance Learning
(Ref: CEDU/IR/2023-016)

Qualifications

- A doctoral degree at NQF level 10 (e.g. PhD. in Education, Humanities or Social Sciences)

Experience

- 4 years relevant experience of which 2 must be teaching and research experience (academics) OR 4 years relevant experience (non-academics)

Post specific requirements

- Able to discuss ODL research reflection and statement
- Successful supervision of postgraduate 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 outputs during the previous 5 years OR 2.5 research outputs during the previous 3 years (non-academics)
- Evidence of ODL research (articles, peer research reports, supervision of post graduate students or any other research activity) (non-academics)
- Ability and willingness to lead and engage in team work
- Leadership in ODeL research and own niche area
- Evidence of mentoring developing emerging scholars
- Ability to source external funding
- Involvement in community engagement, with evidence of how this has been transferred into and/or research and ODeL capacity building (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of 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)

- Demonstrate knowledge of Open Distance Learning/Educational Policies/ National Development Plan (NDP)/ Sustainable Development Goals (SDG)/ Agenda 2063
- * (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- Experience with teaching postgraduate programme 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)
- A plan to become an NRF rated scholar, or to retain or improve an existing rating

Salary	:	Remuneration is commensurate with the seniority of the position
Assumption of duty	:	01 January 2020
Enquiries	:	Mr IR Raulinga (Tel. 012 429 2738)
Closing Date	:	24 November 2023 (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 **cedu6pa@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.