



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

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

ACTIVITY:



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

ACTIVITY:



[FOR MORE INFORMATION ON ACADEMIC POSITIONS \(LEVELS\) OPEN THE LINK OF THE POSITION YOU WHISH TO APPLY FOR:](#)

[POSITION: PROFESSOR](#)

[POSITION: ASSOCIATE PROFESSOR](#)

[POSITION: SENIOR LECTURER](#)

[POSITION: LECTURER](#)

[POSITION: JUNIOR LECTURER](#)



The following positions exist in the various departments:

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

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

Senior Lecturer Animal Science (P7) x 1: (Ref: CAES/MB/124-2018)

Post specific requirements for Senior Lecturer:

- Applicable qualification equivalent to NQF level 10 - PhD with a research focus in Animal Science, Meat Science or Animal Physiology (*foreign qualifications to be evaluated by SAQA*).
- 3 years' relevant experience of which two must be teaching experience (academic) or 3 years' relevant experience (non-academic).
- 5 research output units* during the previous 5 years (academic) OR 3 research output units* during the previous 3 years (academic) OR rated by NRF as researcher. A research reflection and portfolio (non-academic)
- Active in at least one community engagement project (evidence from project leader of involvement) (academic). Demonstrate potential to participate in community engagement (non-academic).
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Completion of an assessor training programme
 - Experience with teaching in an ODL environment
 - Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
 - Experience in teaching postgraduate courses or postgraduate project leadership (academics)
 - Registration with SACNASP
 - Knowledgeable in experimental design and statistical analyses.
- * (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Senior Lecturer Animal Health (P7) X1: (Ref: CAES/MB/125-2018)

Post specific requirements for Senior Lecturer:

- Applicable qualification equivalent to NQF level 9 – MMED Vet/MSc Veterinary Science (*foreign qualifications to be evaluated by SAQA*).
- Show a willingness to register for a doctoral degree.
- Registered with SAVC.
- 3 years' relevant experience, of which two must be teaching experience (academic) and 3 years' relevant experience (non-academic)
- 5 research output units* during the previous 5 years (academic) OR 3 research output units* during the previous 3 years (academic) OR rated by NRF as researcher. A research reflection and portfolio (non-academic)
- Active in at least one community engagement project (evidence from project leader of involvement) (academic). Demonstrate potential to participate in community engagement (non-academic).
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Completion of an assessor training programme
 - Experience with teaching in an ODL environment
 - Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
 - Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- * (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Lecturer Animal Health (P8) x1: (Ref: CAES/MB/126-2018)

Post specific requirements for Lecturer:

- Applicable qualification equivalent to NQF level 8 – (*foreign qualifications to be evaluated by SAQA*).
- Registered with SAVC.
- Willingness to register for an MSc degree, the topic should relate to Veterinary Science.
- 1 year teaching or relevant experience
- 2 research output units* during the previous 5 years (academic) OR 1 research output units* during the previous 3 years (academic with doctoral degree) OR rated by NRF as a researcher. A research reflection and portfolio OR Register and complete formal post graduate qualification (non-academic)
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Experience with teaching in an ODL environment
- Completion of an assessor training programme
- Involvement in a community engagement project (academics) and demonstrate potential to participate in community engagement (non-academics).

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

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

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

Lecturer – Air Pollution X1: (Ref: CAES/MB/123-2018)

Post specific requirements for Lecturer:

- Applicable qualification equivalent to NQF level 9 for a vocational or discipline area - Master's degree through research - air pollution or related fields (*foreign qualifications to be evaluated by SAQA*).
- Show a willingness to register for a Doctoral degree.
- 1 year teaching (academic) or relevant (non-academic) experience.
- Must provide a teaching statement.
- 2 research output units* during the previous 5 years (academic) OR 1 research output units* during the previous 3 years (academic with doctoral degree) OR rated by NRF as a researcher. A research reflection and portfolio OR Register and complete formal post graduate qualification (non-academic)
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Experience with teaching in an ODL environment
- Registration for qualification at next level – PhD
- Experience with field and laboratory air pollution measuring instruments.
- Air quality monitoring experience.
- Knowledge of Air Pollution Act and related policies.
- Specialization in at least one (1) of the following areas:
 - Environmental Chemistry
 - Atmospheric Chemistry
 - Trace Analyses
 - Air Quality Monitoring
 - Atmospheric Emission Inventory Development
- Completion of an assessor training programme
- Involvement in a community engagement project and academic citizenship activities (academics) and demonstrate potential to participate in community engagement projects and workplace committees or task teams and voluntary associations (non-academics).
- Registration with SACNASP

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

Chair of Department (Substantive position plus Chair of Department) (Ref: CAES/MB/0020-2018)

Post specific requirements for Professor (P5)/ Associate Professor (P6) or Senior Lecturer (P7):

Unisa is the only publicly funded Higher Education Institution in South Africa dedicated to distance education. In keeping with its mandate as a Comprehensive, Open and Distance Learning (ODL) Institution offering a variety of academic and career-focused programmes, Unisa is inviting applications for the position of Chair of as indicated above.

The secondment period is for a period of 3 years.

Applicants are required to indicate in detail on their CV's to what extent their qualifications and experience meet the requirements of the post as set out below. Kindly note, applicants should include a full length CV as well as a maximum two-page summary thereof.

The Chair of Department would be accountable for the provision of strong academic leadership in line with the vision, mission, values, principles and codes of practice of UNISA, as well as its Strategic Plan. Through effective leadership, management, and development of the department, the achievement and maintenance of the highest possible standards of excellence in all activities of the department must be ensured. The incumbent reports directly to the Director of the School.

Applicants are required to indicate in detail on their CV's to what extent their qualifications and experience meet the requirements of the post as set out below. Kindly note, applicants should include a full length CV as well as a maximum two-page summary thereof.

Requirements:

- Applicable qualification at NQF level 10 relevant to one of the programme groups of the Department
- Demonstrable leadership and/or management experience
- Demonstrate ability to engage in research and/or successful supervision of Masters or Doctoral students to completion.
- Ability to develop a strategic vision and mission for the Department.
- Leadership and management competencies inclusive of the ability to lead and manage a diverse group of academics and programmes.
- Knowledge of current ODeL policies, methodologies and practices.
- Knowledge of DHET policies and of the higher education sector in general.
- Ability to provide innovative leadership in initiating, developing and reviewing academic programmes.
- Demonstrate competencies and skills in change management and transformation.
- Proven experience in liaising with external stakeholders.

Duties and responsibilities:

- Responsibility for the academic management and leadership of the Department.
- Ensuring that the programme and qualification mix of the Department is aligned to Unisa's Vision and Mission.
- Lead and manage the core functions of Teaching and Learning, Learner Support, Research and Innovation and Community Engagement within the Department.
- Manage change and transformation.

Recommendation:

- Evidence of involvement in the national or institutional wider academic community and professional associations will be a strong recommendation.

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

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

Associate Professor Zoology (P6) x 1 (Ref: CAES/MB/112-2018)

Post specific requirements for Associate Professorship:

- Applicable qualification equivalent to NQF level 10 – PhD in Zoology (*foreign qualifications to be evaluated by SAQA*).
- 4 years' relevant experience (non-academic), or 4 years' relevant experience of which two must be teaching experience (academic).
- 6 research output units* during the previous 5 years (academic) OR 4 research output units* during the previous 3 years (academic) OR rated by NRF as researcher. A research reflection and portfolio (non-academic)
- Successful supervision of Master's and Doctoral dissertations and theses to completion (academics)

- Demonstrate leadership in community engagement project (evidence in terms of teaching and learning activities that are community engagement related or from project leader of involvement) (academic) and demonstrate potential and an understanding of community engagement in terms of teaching and learning and engaged research (non-academic).
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Experience with teaching in an ODL environment
 - Successful supervision of Master's and Doctoral dissertations and theses to completion (non-academics).
 - Registration with SACNASP
- ✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Senior Lecturer Biochemistry (P7) X1: (Ref: CAES/MB/113-2018)

Post specific requirements for Senior Lecturer:

- Applicable qualification equivalent to NQF level 10 - PhD in Biochemistry (*foreign qualifications to be evaluated by SAQA*).
- 3 years' relevant experience, of which two must be teaching experience (academic) and 3 years' relevant experience (non-academic)
- 5 research output units* during the previous 5 years (academic) OR 3 research output units* during the previous 3 years (academic) OR rated by NRF as researcher. A research reflection and portfolio (non-academic)
- Active in at least one community engagement project (evidence from project leader of involvement) (academic). Demonstrate potential to participate in community engagement (non-academic).
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Completion of an assessor training programme
 - Experience with teaching in an ODL environment
 - Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
 - Experience in teaching postgraduate courses or postgraduate project leadership (academics)
 - Registration with SACNASP
- ✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Senior Lecturer Human Physiology (P7) X1: (Ref: CAES/MB/114-2018)

Post specific requirements for Senior Lecturer:

- Applicable qualification equivalent to NQF level 10 - PhD in Human Physiology or Human Biology (*foreign qualifications to be evaluated by SAQA*).
- 3 years' relevant experience, of which two must be teaching experience (academic) and 3 years' relevant experience (non-academic)
- 5 research output units* during the previous 5 years (academic) OR 3 research output units* during the previous 3 years (academic) OR rated by NRF as researcher. A research reflection and portfolio (non-academic)
- Active in at least one community engagement project (evidence from project leader of involvement) (academic). Demonstrate potential to participate in community engagement (non-academic).
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Completion of an assessor training programme
 - Experience with teaching in an ODL environment
 - Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
 - Experience in teaching postgraduate courses or postgraduate project leadership (academics)
 - Registration with SACNASP
- ✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Senior Lecturer Nutrition (P7) X1: (Ref: CAES/MB/115-2018)

Post specific requirements for Senior Lecturer:

- Applicable qualification equivalent to NQF level 10 - PhD in Nutrition (*foreign qualifications to be evaluated by SAQA*).
- 3 years' relevant experience, of which two must be teaching experience (academic) and 3 years' relevant experience (non-academic)
- 5 research output units* during the previous 5 years (academic) OR 3 research output units* during the previous 3 years (academic) OR rated by NRF as researcher. A research reflection and portfolio (non-academic)
- Active in at least one community engagement project (evidence from project leader of involvement) (academic). Demonstrate potential to participate in community engagement (non-academic).
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Completion of an assessor training programme
- Experience with teaching in an ODL environment
- Registration with HPCSA
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)

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

Senior Lecturer Zoology (P7) X1: (Ref: CAES/MB/116-2018)

Post specific requirements for Senior Lecturer:

- Applicable qualification equivalent to NQF level 10 - PhD in Zoology (*foreign qualifications to be evaluated by SAQA*).
- 3 years' relevant experience, of which two must be teaching experience (academic) and 3 years' relevant experience (non-academic)
- 5 research output units* during the previous 5 years (academic) OR 3 research output units* during the previous 3 years (academic) OR rated by NRF as researcher. A research reflection and portfolio (non-academic)
- Active in at least one community engagement project (evidence from project leader of involvement) (academic). Demonstrate potential to participate in community engagement (non-academic).
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Completion of an assessor training programme
- Experience with teaching in an ODL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- Registration with SACNASP

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

Lecturer Biomedical Sciences (P8) x1: (Ref: CAES/MB/117-2018)

Post specific requirements for Lecturer:

- Applicable qualification equivalent to NQF level 9 - Master's degree through research (*foreign qualifications to be evaluated by SAQA*).
- Willingness to register for a PhD
- 1 year teaching or relevant experience
- 2 research output units* during the previous 5 years (academic) OR 1 research output units* during the previous 3 years (academic with doctoral degree) OR rated by NRF as a researcher. A research reflection and portfolio OR Register and complete formal post graduate qualification (non-academic)
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Experience with teaching in an ODL environment
- Completion of an assessor training programme
- Involvement in a community engagement project (academics) and demonstrate potential to participate in community engagement (non-academics)
- Registration with SACNASP

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

Lecturer Biotechnology (P8) x1: (Ref: CAES/MB/118-2018)

Post specific requirements for Lecturer:

- Applicable qualification equivalent to NQF level 9 - Master's degree through research (*foreign qualifications to be evaluated by SAQA*).
- Willingness to register for a PhD
- 1 year teaching or relevant experience
- 2 research output units* during the previous 5 years (academic) OR 1 research output units* during the previous 3 years (academic with doctoral degree) OR rated by NRF as a researcher. A research reflection and portfolio OR Register and complete formal post graduate qualification (non-academic)
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Experience with teaching in an ODL environment
- Completion of an assessor training programme
- Involvement in a community engagement project (academics) and demonstrate potential to participate in community engagement (non-academics)
- Registration with SACNASP

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

Lecturer Cell and Molecular Biology (P8) x1: (Ref: CAES/MB/119-2018)

Post specific requirements for Lecturer:

- Applicable qualification equivalent to NQF level 9 - Master's degree through research (*foreign qualifications to be evaluated by SAQA*).
- Willingness to register for a PhD
- 1 year teaching or relevant experience
- 2 research output units* during the previous 5 years (academic) OR 1 research output units* during the previous 3 years (academic with doctoral degree) OR rated by NRF as a researcher. A research reflection and portfolio OR Register and complete formal post graduate qualification (non-academic)
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Experience with teaching in an ODL environment
- Completion of an assessor training programme
- Involvement in a community engagement project (academics) and demonstrate potential to participate in community engagement (non-academics).
- Registration with SACNASP

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

Lecturer Clothing and Textiles (P8) x1: (Ref: CAES/MB/120-2018)

Post specific requirements for Lecturer:

- Applicable qualification equivalent to NQF level 9 - Master's degree through research (*foreign qualifications to be evaluated by SAQA*).
- Willingness to register for a PhD
- 1 year teaching or relevant experience
- 2 research output units* during the previous 5 years (academic) OR 1 research output units* during the previous 3 years (academic with doctoral degree) OR rated by NRF as a researcher. A research reflection and portfolio OR Register and complete formal post graduate qualification (non-academic)
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Experience with teaching in an ODL environment
- Completion of an assessor training programme
- Involvement in a community engagement project (academics) and demonstrate potential to participate in community engagement (non-academics).

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

Lecturer Consumer Education (P8) x1: (Ref: CAES/MB/121-2018)

Post specific requirements for Lecturer:

- Applicable qualification equivalent to NQF level 9 - Master's degree through research (*foreign qualifications to be evaluated by SAQA*).
- Willingness to register for a PhD
- 1 year teaching or relevant experience
- 2 research output units* during the previous 5 years (academic) OR 1 research output units* during the previous 3 years (academic with doctoral degree) OR rated by NRF as a researcher. A research reflection and portfolio OR Register and complete formal post graduate qualification (non-academic)
- Must be able to make a reasonable presentation on a five-year research plan supported by a portfolio of evidence of research achievement.

Recommendations

- Experience with teaching in an ODL environment
- Completion of an assessor training programme
- Involvement in a community engagement project (academics) and demonstrate potential to participate in community engagement (non-academics).

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

Salary : Remuneration is commensurate with the seniority of the position

Assumption of duty : As soon as possible

Enquiries : **011 471 3161 Mrs M Botha**
011 471 3197 Mrs GN Dibetle

Closing Date : **23 March 2018** (*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 posted to Unisa, **HR: College of Agriculture and Environmental Sciences, CALABASH Building, Room 3-52, Science Campus, Private Bag X6, Florida, 1710.**
- Hand delivered applications can be deposited into the Application Box (**marked COLLEGE OF AGRICULTURE AND ENVIRONMENTAL SCIENCES**) situated at the **Science Campus: Corner of Christiaan de Wet and Pioneer Road, CALABASH Building, Room 3-52.**
- If you apply for more than one position, each application must be in a separate envelope.



- **Applications which are posted in the wrong application box will not be considered.**
- **Applications via email will not be considered.**
- **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.