



**UNIVERSITY OF
ZULULAND**

**FACULTY OF EDUCATION
DEPARTMENT OF CURRICULUM AND INSTRUCTURAL STUDIES**

**PROFESSOR / ASSOCIATE PROFESSOR
RE-ADVERTISEMENT
3 YEAR FIXED TERM CONTRACT
POST NO: EC01
REF NO: FE2019/10/EC01
GRADE 5 / 6**

The University of Zululand currently has a vacancy in the Department of Curriculum and Instructional Studies. The grade and level of employment would be determined by the applicant's knowledge, experience and accredited proof in the following areas:

- Administrative impact,
- Teaching and Learning,
- Research outputs
- Community engagement.
- Current completed levels of supervision would also be taken into consideration

The main purpose of this position is to maintain and strengthen the Department's commitment. To set an example of commitment to the discipline and its role at the University of Zululand and inspire other staff members and to represent the Department at Faculty and Senate level.

MINIMUM REQUIREMENTS

- A Doctoral degree at NQF level 10 in the relevant discipline (Curriculum studies), or in the relevant related discipline.
- Experience in leadership in teacher education programmes/ research/ community engagement.
- At least two (2) postgraduate thesis or dissertations successfully supervised to completion, one of which must be a doctoral thesis.
- Minimum of Five (5) years of teaching experience at a tertiary institution.
- A minimum of seven (7) research output points in the last 5 years or a minimum of five (5) research output points in the last 3 years must be in a peer reviewed accredited journals.
- Extensive experience and publications in the field of Curriculum Studies.

GENERIC REQUIREMENTS

PROFESSOR

- Advanced theoretical knowledge of and insights into the field.
- Competence in communicating knowledge and facilitating teaching and learning in a lecture, seminar, tutorial and/or practical or laboratory environment; in assessment practices; the ability to engage in curriculum design and development; and a demonstrated ability to conduct high-quality research.
- A thorough understanding of fundamental research methodology and competence in facilitating research tutorials/seminars and practical sessions; and/or undertaking research projects, production of research reports and conducting of tutorials and/or practical sessions.
- A substantial number of conference papers, peer-reviewed publications or other acceptable research outputs.
- Peer-recognition as a specialist in the field and potential to make a substantial contribution to the discipline or field.
- Ability to supervise research at postgraduate level and to develop research capacity.
- An involvement in the wider academic community (e.g. editorships, review requests, participation in professional bodies).
- Capacity and willingness to undertake administrative responsibilities at departmental or institutional levels and to assume leadership positions, either in administration or in academic or professional activity.
- Promotion of and/or active participation in community engagement projects and/or leadership in establishing such projects.
- Sound interpersonal skills, including a commitment to collegiality and equal opportunity. Competence as an Associate Professor, demonstrating that the applicant has been recognised by the academic community for producing sound scholarship in either the teaching or research categories, but preferably in both.
- Ability to teach effectively at different academic levels, commensurate with the nature of the post to which the applicant was previously appointed.
- An interest in and engagement with the theory of teaching and learning, the promotion of/active participation in teaching development programmes and the capacity to play a role in curriculum design and development; management of academic programmes; recognition for advanced teaching practice and/or evidence of mentoring.
- Ongoing research activity and dissemination of research findings, including a reasonable record of publications in accredited and/or internationally-recognised research journals, commensurate with the

applicant's discipline and the nature of the post to which the applicant was previously appointed.

- A substantial record of high quality scholarship and research relative to others in the same field, evidenced by a record of high quality publications in appropriate academic journals.
- Capacity to initiate, manage and supervise research, including research at doctoral and postdoctoral level, to attract research students and/or research projects and funding, and to develop research capacity.
- Professional and academic standing in the field of specialization.
- Ability to assume leadership positions either at departmental or institutional level, including the capacity to represent the Department or the University, and the capacity to lead the department in a dynamic and inspiring way.
- The ability and willingness to encourage the intellectual and career aspirations of staff and students.
- Where appropriate, advanced research skills or capacity in the relevant discipline or field and participation in development programmes. Must have demonstrated strong research and academic leadership (e.g., by serving on university committees, professional and academic associations, acting as head of division or discipline), with competencies to serve as head of research division.
- Service to the University either at departmental or institutional level.
- Ability to take on administrative responsibilities at departmental level.
- Academic and/or professional participation at national and/or international level.
- Community engagement activity.
- A track record of service to the academic and wider community, either by contributing to teaching and learning or as a research leader in a particular discipline or field, nationally and internationally.
- A qualification in, or proof of studying towards, the assessment of learning at NQF Level 7/8, or an equivalent teaching qualification.
- A qualification in or proof of studying towards, postgraduate supervision at NQF Level 7/8, or an equivalent postgraduate supervision qualification.

ASSOCIATE PROFESSOR

- **Either:**
 - Competence in communicating knowledge and facilitating teaching and learning in a lecture, seminar, tutorial and/or practical or laboratory environment; in assessment practices; the ability to engage in curriculum design and development; and a demonstrated ability to conduct high-quality research;
- **or**
- A thorough understanding of fundamental research methodology and competence in facilitating research tutorials/seminars and practical

sessions; and/or undertaking research projects, production of research reports and conduction of tutorials and/or practical sessions.

- A substantial number of conference papers, peer-reviewed publications or other acceptable research outputs.
- Peer-recognition as a specialist in the field and a potential to make a substantial contribution to the discipline or field.
- Ability to supervise research at postgraduate level and to develop research capacity.
- Involvement in the wider academic community (e.g. editorships, review requests, participation in professional bodies).
- Ability and willingness to undertake administrative responsibilities at departmental or institutional levels and to assume leadership positions, either in administration or in academic or professional activity.
- Ability and willingness to participate in community engagement projects.
- Sound interpersonal skills, including a commitment to collegiality and equal opportunity. Competence as a Senior Lecturer or Senior Researcher, demonstrating that the applicant has been recognised by the academic community for producing sound scholarship in either the teaching or research categories.
- Ability to teach well at different academic levels, commensurate with the nature of the post to which the applicant was previously appointed.
- An interest in and engagement with the theory of teaching and learning, active promotion of and participation in teaching development programmes and demonstrated ability to play a role in curriculum design and development.
- OR for Senior Researcher, advanced research skills or capacity in the relevant discipline or field and participation in development programmes. Must have demonstrated strong research and academic leadership (e.g., by serving on university committees, professional and academic associations, acting as head of division or discipline), with competencies to serve as head of research division.
- Ongoing research activity and dissemination of research findings, including a reasonable record of publications in accredited and/or internationally-recognised research journals, commensurate with the applicant's discipline and the nature of the post to which the applicant was previously appointed.
- Capacity to initiate, manage and supervise research, including research at doctoral and postdoctoral level, and to develop research capacity.
- A credible research record relative to others in the same field in appropriate academic journals.
- Professional and academic standing in the field of specialization.
- Ability to assume leadership positions either at departmental or institutional level, including the capacity to represent the department or the University.
- Service to the University either at departmental or institutional level.

- Ability to take on administrative responsibilities at departmental level.
- Academic and/or professional participation at national and/or international level.
- Community engagement activity.
- A qualification in, or proof of studying towards, the assessment of learning at NQF Level 7/8, or an equivalent teaching qualification.
- A qualification in or proof of studying towards, postgraduate supervision at NQF Level 7/8, or an equivalent postgraduate supervision qualification.

PREFERENCES / ADVANTAGES

- NRF rating
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- Evidence of involvement in the national wider academic community and learned societies
- Evidence of leadership in university academic citizenship nationally and internationally.

OTHER REQUIREMENTS

Skills

- Teaching skills at University level, especially teaching large classes.
- An ability to design curricula in the discipline
- Capability to stimulate and teach research and participation in departmental academic discussions.
- Ability to inspire a passion for pursuit of philosophy in students.
- Organising and Planning Skills.
- Computer literacy.
- Sound administration skills.
- Fluency in English.

Knowledge & Experience

- Knowledge of curriculum design and development, management of academic programmes.
- Module writing and design.
- Result oriented.
- Self motivated.
- Ability to work under pressure.

Behaviours

- Ability to work as part of a team.
- Ability to inspire students.
- Ability to encourage students to express themselves freely and ask searching questions.

Closing date of applications: 27 October 2019

The University reserves the right not to make an appointment in the position as advertised.

To apply for this position please logon to PNET (www.pnet.co.za) and submit your application. **The University will not accept applications directly or through any other means.**

Candidates, who do not meet the minimum requirements, as per the document on the University website above, will not be considered and should not apply.

Kindly Note:

Communication will be entered into with shortlisted candidates only.

Preference will be given to internal candidates suitable for appointment.
UNIZULU is committed to employment equity and equal opportunity.