



UNIVERSITY OF
ZULULAND

The University of Zululand subscribes to the principles of the Employment Equity Act

FACULTY OF SCIENCE, AGRICULTURE AND ENGINEERING

DEPARTMENT: ENGINEERING (MECHANICAL)

**3 x PROFESSOR/ASSOCIATE PROFESSOR/SENIOR LECTURER
GRADE 5/6/7**

REF: FSA2024/03/EN02/EN06/EN10

The Department of Engineering is a newly introduced department at the University of Zululand, housed at the Richards Bay Campus.

Richards Bay is an Industrial zone boasting of many international and national industries in mining, smelting, manufacturing, and processing. Many of these industries have pledged support to the programmes.

Engineering is one of the scarce skills in South Africa and there are many career opportunities graduates both in industry and parastatal bodies.



This is an exciting position within a New and growing Department.

The engineering complex of approximately R600m is under development at the Richards Bay Campus.

The main purpose of these positions is to provide strategic and operational management of the Department of Engineering (Mechanical) as well as implementation of departmental plans. The successful candidates will help the department in organizing, planning, and monitoring/evaluating ongoing staff and student competencies within the department. To represent the Department at Faculty and Senate level.

The key responsibility areas for the positions are:

- Administrative impact,
- Teaching and Learning,
- Research outputs,
- Community engagement.

GENERIC REQUIREMENTS

PROFESSOR

- Advanced theoretical knowledge of and insights into the field, with a specialization in Mechanical Engineering.
- Competence in communicating knowledge and facilitating teaching and learning in a lecture, seminar, tutorial and 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 recognized 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.
- Ongoing research activity and dissemination of research findings, including a reasonable record of publications in accredited and/or internationally recognized 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, to attract research students and/or research projects and funding, and to develop research capacity.
- The ability and willingness to encourage the intellectual and career aspirations of staff and students.
- Academic and/or professional participation at national and/or international level.
- 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; alternatively, a qualification in postgraduate supervision at NQF Level 7/8, or an equivalent postgraduate supervision qualification, or studying towards the above.
- An NRF rating at the level of C2 would be preferable.

ASSOCIATE PROFESSOR

- Competence in communicating knowledge and facilitating teaching and learning in a lecture, seminar, tutorial and in assessment practices; the ability to engage in curriculum design and development; and a demonstrated ability to conduct high-quality research.
- 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.
- Ongoing research activity and dissemination of research findings, including a reasonable record of publications in accredited and/or internationally recognized 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.
- 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; alternatively, a qualification in postgraduate supervision at NQF Level 7/8, or an equivalent postgraduate supervision qualification.

SENIOR LECTURER

- Competence in communicating knowledge and facilitating teaching and learning in a lecture, seminar, tutorial and in assessment practices; potential to engage in curriculum design and development, and a demonstrated ability to undertake research; or
- Ability or potential to supervise research and develop research capacity.
- Demonstrated ability to undertake administrative responsibilities at departmental or institutional levels.
- Ability and willingness to participate in community engagement projects.
- Sound interpersonal skills.
- Competence in respect of service at the level of Lecturer or Researcher, demonstrating that the applicant is being 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, participation in teaching development programmes, and management of academic programmes.
- Ongoing research activity and dissemination of research findings, including a reasonable record of publications in accredited and/or internationally recognized research journals, commensurate with the applicant's discipline and the nature of the post to which the applicant was previously appointed.
- Ability to supervise research of higher degree candidates and to develop research capacity.
- 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.
- Sound interpersonal skills, including a commitment to collegiality and equal opportunity.
- A qualification in, or proof of studying towards, the assessment of learning at NQF Level 7/8, or an equivalent teaching qualification; alternatively, a

qualification in postgraduate supervision at NQF Level 7/8, or an equivalent postgraduate supervision qualification.

MINIMUM REQUIREMENTS

The University is looking for **Academics** who meets the following:

- PhD in Mechanical Engineering with the following undergraduate qualification: BSc Engineering in Mechanical Engineering/Bachelor of Engineering in Mechanical Engineering.
- Depending on the level of the appointment, a minimum of 5 years or more teaching experience in a higher education environment.
- Sound to advanced theoretical knowledge of the field.
- Supervision and mentoring of postgraduate students and co-publication with students.
- Proven teaching of undergraduate courses and at the honours level.
- Substantial publication of research articles impacts accredited journals.
- Participation in community engagement projects.
- Presentation at conferences, both local and internationally.
- Industrial exposure/research.

ADDED ADVANTAGES

- ECSA registration as a Professional Engineer or ECSA registrable as Professional Engineer.
- Practical Experience as a Mechanical Engineer.

OTHER REQUIREMENTS

Skills

- Teaching skills at University level, especially teaching large classes.
- An ability to design curricula.
- Capability to stimulate and teach research and participation in departmental academic discussions.
- Organizing and Planning Skills.
- Computer literacy.
- Sound administration skills.

Knowledge

- Knowledge of Higher Education environment, HEQC, SAQA standards, programme accreditation and articulation requirements and processes.

Behaviors

- Professionalism
- Personal learning and development
- Effective communication
- Collaboration / teamwork
- Confidentiality
- Customer or Service Focus
- Inclusivity / diversity

- Time management

Closing date of applications: **24 March 2024.**

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

To apply for this position, please log on to Pnet.co.za. If not registered, please register, and apply for the appropriate position. Ensure that you complete the questionnaire as per the specific post. **Please note no applications through any other means will be accepted.**

Candidates who DO NOT MEET the minimum requirements will not be considered and SHOULD NOT APPLY.

Current permanent academic members of staff should not apply for this position as they are required to apply through the University academic promotion process. If an application from such a candidate is received such an application will not be considered and will be discarded.

While the University of Zululand strives for equal opportunities, preference will be given to suitably qualified **South African Citizens, particularly females and people with disabilities**, in terms of the University's employment equity policy. UNIZULU is committed to employment equity and equal opportunity.

If you are not contacted within 2 months of the closing date, please consider your application unsuccessful.

By applying for this: position, you hereby give consent to the University of Zululand, that your personal information like your name and surname, identity number, banking details, address, resume' etc., may be used, distributed, handled, or processed and or stored, for purposes of Recruitment and Selection process of the University.

Kindly Note: **Communication will be entered into with shortlisted candidates only.**