



UNIVERSITY OF  
ZULULAND

**FACULTY OF HUMANITIES AND SOCIAL SCIENCES**

**DEPARTMENT OF ENGLISH**

**PROFESSOR / ASSOCIATE PROFESSOR / SENIOR LECTURER**

**(RE-ADVERTISEMENT)**

**REFERENCE NUMBER: FHSS2024/03/AE20**

**GRADE 5 / 6 / 7**

The University of Zululand currently has a vacancy in the Department of English. 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 teach undergraduate and postgraduates, supervise postgraduates, do research, present papers and publish papers, do community service and perform academic and administrative duties; to set an example of commitment to the discipline and its role at the University of Zululand and inspire other staff members in their vision about the role of English. To represent the Department at Faculty and Senate.

**MINIMUM REQUIREMENTS**

- **Possession of a doctoral degree (PhD) in English Language.**
- Sound to Advanced (Depending on the level), theoretical knowledge of the field.
- Supervision and mentoring of postgraduate students and teaching of undergraduate courses and Honours.
- Publication of research articles in accredited journals.
- Supervision of students work and co-publication with students.
- Participation in community engagement projects.

**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.

## **SENIOR LECTURER**

- Either:
  - Competence in communicating knowledge and facilitating teaching and learning in a lecture, seminar, tutorial and/or practical or laboratory environment; in assessment practices; potential to engage in curriculum design and development, and a demonstrated ability to undertake 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.
- 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.
- OR for Senior Researcher, advanced research skills or capacity in the relevant discipline or field and participation in development programmes.
- 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.
- 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.

## **PROFESSIONAL REGISTRATION / ACCREDITATION**

Affiliation with the following society would be a necessity:

- Registered with the relevant professional body e.g. English Academy of Southern Africa.

## **PREFERENCE**

- NRF Rating

## **OTHER REQUIREMENTS**

### **SKILLS**

- Teaching skills at University level, especially teaching large classes.
- An ability to design curricula in English Language.
- 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 Higher Education environment, HEQC, SAQA standards, programme accreditation and articulation requirements and processes.

## **BEHAVIOURS**

- Professionalism
- Planning and organisation
- Attention to detail
- Personal learning and development
- Effective communication
- Collaboration / teamwork
- Results orientation
- Accountability
- Customer or Service Focus
- Inclusivity / diversity
- Integrity
- Reliability / dependability

**Closing date: 31 March 2024**

To apply please log on to PNET ([www.pnet.co.za](http://www.pnet.co.za)) and submit your application. **The University will not accept any applications directly or through any other means.**

**Candidates who do not meet the minimum requirements, as specified above, will not be considered and should not apply.**

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 the Recruitment and Selection process of the University.

Please note in terms of the University's recruitment policy preference will be given to South African citizens. UNIZULU is committed to employment equity and equal opportunity. The University reserves the right not to make an appointment.

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