



**UNIVERSITY OF
ZULULAND**

A NODE FOR AFRICAN THOUGHT

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

FACULTY OF SCIENCE, AGRICULTURE AND ENGINEERING

DEPARTMENT: ENGINEERING (ELECTRICAL)

PROFESSOR/ASSOCIATE PROFESSOR/SENIOR LECTURER

POST NUMBER: EN01 RE-ADVERT

GRADE 5/6/7

REF: FSAE2024/09/EN01

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 University of Zululand currently has a vacant position in the Department of Engineering: Electrical. The grade and level of employment would be determined by the applicant's knowledge, experience, and accredited proof in the following areas: The key responsibility areas for the positions are:

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

MINIMUM REQUIREMENTS

The University is looking for an **Academic leader** who meets the following:

- PhD in Electrical Engineering with the following undergraduate qualification: BSc Engineering in Electrical Engineering/Bachelor of Engineering in Electrical Engineering. **(PLEASE NOTE BTECH, MTECH, DTECH WOULD NOT QUALIFY).**
- Must have at least 3 to 5 years (depending on level) teaching experience in a higher education environment.
- Sound to advanced (depending on the level), 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 in impact accredited journals.
- Participation in community engagement projects.
- Presentation at conferences, both local and internationally
- A NRF Rating or in process of accreditation would be a distinct advantage.
- Industrial exposure/research.
- ECSA registration as a Professional Engineer or ECSA registrable as Professional Engineer.

GENERIC REQUIREMENTS

PROFESSOR

- Advanced theoretical knowledge of and insights into the field, with a specialization in Electrical Engineering.
- 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.

- 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.
- 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.
- 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.
- 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 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.
- 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.

- 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; alternatively, a qualification in postgraduate supervision at NQF Level 7/8, or an equivalent postgraduate supervision qualification.
- A 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 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.
- Academic and/or professional participation at national and/or international level.
- Community engagement activity.
- A qualification in, or proof of studying towards teaching qualification or the assessment of learning at NQF Level 7/8, or equivalent would be an advantage.

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 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 teaching qualification or the assessment of learning at NQF Level 7/8, or equivalent would be an advantage.
- Practical Experience as an Electrical Engineer would be an advantage.

ADDED ADVANTAGES

- Practical/Research experience in Instrumentation and Control OR Power Systems.

- Should have led a department at some point in his/her career.

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.
- Organising 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
- Sound administration skills.

Closing date of applications: **13 SEPTEMBER 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 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.**