



UNIVERSITY OF SOUTH AFRICA

UNISA is a publicly funded institution in South Africa dedicated to distance education. In keeping with its mandate as a comprehensive, open and distance learning (ODEL) tertiary institution offering a variety of academic and career-focused programmes, the University is inviting applications for positions in the **COLLEGE OF ECONOMIC AND MANAGEMENT SCIENCES**.

To be considered for a position applicant 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 must attach a teaching statement (max 2 000 words) to their application

Teaching and Learning

Unisa is a comprehensive ODeL institution and the teaching and learning must be evaluated in this context. Central to teaching and learning is a student-centred approach and this must also be considered.

It is acknowledged that the assessment of teaching is a difficult task since it is often difficult to quantify. All candidates that apply for the position should submit their **teaching statement**, which should address the following aspects where applicable.

- Involvement in or approach to ODeL
- Approach to fostering a learner-centred approach and ODEL pedagogy
- Involvement in developing study material
- The extent to which the candidate has used a virtual learning platform (VLE e.g. *myUnisa*)
- Pass, success and throughput rates in the modules the candidate has taught and methods to improve these rates
- Peer and student evaluations
- Approach to learner support

Research & Innovation

- Applicants must submit a three year research plan

ACTIVITY:



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



The following position exist in the College of Economic and Management Sciences

**SCHOOL OF MANAGEMENT SCIENCES
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
MUCKLENEUK (PRETORIA)**

Associate Professor (x1) (Ref: CEMS/HRM/AP/MME/03-2023)

Post specific requirements for Associate Professor:

- An appropriate Doctoral degree at NQF level 10 in Human Resource Management or cognate field
- At least four 4 (four) years teaching/research/work experience with a strong focus in the fields of Human Resource Management
- Successful supervision of a postgraduate candidate to completion (academic applicants)
- Successful supervision of a postgraduate candidate to completion will be an advantage (non-academic).
- Must have produced 4 (four) research output points in the last 3 (three) years OR 6 (six) research output points in the last 5 (five) years in accredited journals
- Demonstrate potential to participate in community engagement (non-academic applicants)
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of contribution and leadership in Departmental, School, College and University committees including task teams and voluntary associations (academic applicants)

Recommendations

- Leadership in research projects and funding
- Teaching experience in a higher education institution and ODeL environment will be an added advantage
- Completed moderator and assessor training programs
- Knowledge of other South African Languages and the ability to provide tuition in the languages
- NRF-rated researcher or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology- enhanced learning

Senior Lecturer (x1) (Ref: CEMS/HRM/SL/MME/03-2023)

Post specific requirements for Senior Lecturer:

- An appropriate Doctoral degree at NQF level 10 in Human Resource Management or cognate field
- At least three 3 (three) years teaching/research/work experience with a strong focus in the fields in the fields of Human Resource Management
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced 3 (three) research output points in the last 3 (three) years OR 5 (five) research output points in the last 5 (five) years in accredited journals
- Demonstrate potential to participate in community engagement (non-academic applicants)
- Participation involvement in community engagement, with evidence of how such participation will be or has been, transferred into teaching and learning and/or research (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of involvement in Departmental, School, College and University committees or task teams and voluntary (academic applicants)

Recommendations:

- Teaching experience in an ODeL environment
- Excellent communication and interpersonal skills
- Knowledge of the theory and practice of ODeL and technology-enhanced learning
- Knowledge of other South African Languages and the ability to provide tuition in the languages

Salary	:	Remuneration is commensurate with the seniority of the position
Assumption of duty	:	As soon as possible
Enquiries	:	Ms ME Maluleka (Tel. 012 429 4820)
Closing Date	:	31 March 2023

Your application form:

You can find the application form for a permanent academic post on this link <http://www.unisa.ac.za/vacancies>. The completed form must be accompanied by a COMPREHENSIVE CURRICULUM VITAE and;

- identity document (*including passport, work permit, permanent residence permit or proof of naturalization 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
 - 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 emailed to CEMS2PA@unisa.ac.za



- **Applications sent to the incorrect email address 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 the closing date of this advertisement, please accept that your application was not successful.