



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

To be considered for a position applicants 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 (FOR ACADEMIC POSITIONS ONLY):

All applicants to attach a teaching statement (max 2 000 words) to their application as specified in one of the following options:

Option A: External applicants and internal applicants (from non-academic positions) – Describe how you intend to approach teaching and learning by taking into account the information in the policies listed below:

- Unisa's Tuition Policy
- Unisa's Open Distance Learning Policy
- Unisa's Assessment Policy
- Curriculum Policy
- Open Distance Learning (ODL) Pedagogy

The above mentioned Policies of UNISA can be accessed on the web using a search engine. In the event that you cannot trace the ODL Pedagogy policy finalise your teaching statement without it.

Option B: Internal applicants (from academic positions) –

Explain your:

- Involvement in, or approach to, Open Distance Learning
- Approach to fostering a learner-centered approach
- Involvement in, or approach to, teaching at either undergraduate or postgraduate level
- Involvement in developing study material as an individual or in a team approach
- The extent to which you have, or would, use an electronic learning platform for teaching
- Your pass success rates in the courses you teach/taught and your plan to increase or maintain these rates
- A peer and student evaluation of your teaching
- Your involvement in and provision of learner support to students

ACTIVITY:



The teaching statement must be supported by a portfolio of evidence which may be requested from short listed candidates at the interview.

Candidates are expected to submit a research reflection or portfolio

ACTIVITY:



RESEARCH STATEMENT (FOR SENIOR RESEARCHER POSITIONS ONLY):

All applicants to attach a research statement (max 2 000 words) to their application:

Where applicable, the statement must deal with:

- The candidate's involvement/approach in research, his/her research goals as well as a detailed description of his/her research profile
- The candidate's approach to foster a research-centred approach
- The candidate's involvement in developing new research methodologies and analytical methods
- The extent to which the candidate make use of research technology
- The candidate's involvement in and providing research support to stakeholder groups
- The candidate's involvement in/approach to teaching at postgraduate level (including reference to pass, success and throughput rates and the enhancement of it)

ACTIVITY:



APPLICATION FORM FOR A PERMANENT ACADEMIC POST



The following positions exist in the various departments:

DEPARTMENT OF AFRICAN LANGUAGES
MUCKLENEUK CAMPUS (PRETORIA)

| | |
|---|--|
| (ACADEMICS) (OTHER THAN ACADEMICS) | CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND CANDIDATES FROM OTHER BACKGROUNDS |
|---|--|

Senior Lecturer (P7): IsiXhosa (x1) (Ref. CHS/SJ/020-2023) (Re-advertisement)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in African Languages with specialisation in isiXhosa linguistics and/or literature (*foreign qualifications to be evaluated by SAQA*)
 - 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
 - Able to discuss teaching reflection and statement
 - Experience in teaching postgraduate courses or postgraduate project leadership (academics)
 - A research reflection and portfolio (academics and non-academics)
 - 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
 - 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
 - Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
 - Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

Senior Lecturer (P7): IsiNdebele (Ref. CHS/SJ/021-2023) (Re-advertisement)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in African Languages with specialisation in isiNdebele linguistics and/or literature (*foreign qualifications to be evaluated by SAQA*)
 - 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
 - Able to discuss teaching reflection and statement
 - Experience in teaching postgraduate courses or postgraduate project leadership (academics)
 - A research reflection and portfolio (academics and non-academics)
 - 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
 - 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
 - Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
 - Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

Lecturer/Junior Lecturer (P8/9): IsiNdebele (x1) (Ref. CHS/SJ/022-2023) (Re-advertisement)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in African Languages with specialisation in isiNdebele linguistics and/or literature (foreign qualifications to be evaluated by SAQA)
- Intention to register for a Doctoral degree (draft proposal or application)
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
- 0.5 research output units* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- Excellent communication skills (both verbal and written) in the language of specialisation.
- Good theoretical knowledge of the discipline
- ✳ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Post specific requirements for Junior Lecturer:

- Applicable qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in African Languages with specialisation in isiNdebele linguistics and/or literature (SAQA evaluation of foreign qualifications must accompany the application)
- Intention to register for a master's degree (draft proposal or application)
- Able to discuss teaching reflection and statement (all candidates)

Recommendation:

- Teaching experience

DEPARTMENT OF ART AND MUSIC

SUNNYSIDE CAMPUS (PRETORIA)

(ACADEMICS) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND
(NON-ACADEMICS) CANDIDATES FROM INDUSTRY

Senior Lecturer (P7): Visual Arts (x1) (Ref. CHS/SJ/023-2023) (Re-advertisement)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in Digital Arts / Multimedia Arts / Visual Arts (with specialisation in digital or multimedia arts) (foreign qualifications to be evaluated by SAQA)
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
- 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(Accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) / accredited creative outputs as recognised by the Government Gazette).**

Recommendations:

- Experience of teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)
- Expertise in digital, animation or multimedia arts

DEPARTMENT OF ENGLISH STUDIES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Associate Professor (P6): Applied English Language Studies (x2) (Ref. CHS/SJ/024-2023)

Post specific requirements for Associate Professor:

- A doctoral degree, NQF level 10, in English / Applied English Language Studies / Applied Linguistics (English) / Language Education (foreign qualifications to be evaluated by SAQA)
- Registered with a professional body (if required)
- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Successful supervision of postgraduate (master's and/or doctoral) candidate to completion (academics)
- A research reflection and/or portfolio (academic and non-academic)
- 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research output units* during the previous 5 years OR 2.5 research output units* during the previous 3 years (non-academics)
- Evidence of the reviewed research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- ✱ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Successful supervision of postgraduate candidate to completion (non-academics)
- Involvement in the international wider academic community and learned societies (academics)
- Evidence of membership in at least 1 relevant academic society (non-academics)

Associate Professor (P6): English Literature (x1) (Ref. CHS/SJ/025-2023)

Post specific requirements for Associate Professor:

- A doctoral degree, NQF level 10, in English / English Literature (with specialisation in African Literature) (foreign qualifications to be evaluated by SAQA)
- Registered with a professional body (if required)
- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Successful supervision of postgraduate (master's and/or doctoral) candidate to completion (academics)
- A research reflection and/or portfolio (academic and non-academic)
- 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research output units* during the previous 5 years OR 2.5 research output units* during the previous 3 years (non-academics)
- Evidence of the reviewed research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)

- Evidence of leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Successful supervision of postgraduate candidate to completion (non-academics)
- Involvement in the international wider academic community and learned societies (academics)
- Evidence of membership in at least 1 relevant academic society (non-academics)

Senior Lecturer (P7): Applied English Language Studies (x1) (Ref. CHS/SJ/026-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in English / Applied English Language Studies / Applied Linguistics (English) / Language Education (foreign qualifications to be evaluated by SAQA)
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
- 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

Senior Lecturer (P7): English Literature (x1) (Ref. CHS/SJ/027-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in English / English Literature (with specialisation in Literature/ African Literature) (foreign qualifications to be evaluated by SAQA)
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
- 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

Lecturer (P8): English Literature / Applied English Language Studies (x1) (Ref. CHS/SJ/028-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in English / Applied English Language Studies/ Applied Linguistics (English)/ Language Education (foreign qualifications to be evaluated by SAQA)
 - Intention to register for a Doctoral degree (draft proposal or application)
 - Able to discuss teaching reflection and statement (all candidates)
 - 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
 - A research reflection and/or portfolio (academics and non-academics)
 - 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
 - 0.5 research output units* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
 - Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Participation in community engagement

Junior Lecturer (P9): English Literature / Applied English Language Studies (x1) (Ref. CHS/SJ/029-2023)

Post specific requirements for Junior Lecturer:

- Applicable qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in English / English Literature (with specialisation in Literature/ African Literature) OR Applied English Language Studies/ Applied Linguistics (English)/ Language Education (SAQA evaluation of foreign qualifications must accompany the application)
 - Intention to register for a master's degree (draft proposal or application)
 - Able to discuss teaching reflection and statement (all candidates)
 - Ability to respond to teaching and learning developments in ODeL
 - Excellent communication skills (both verbal and written) in the language of specialisation
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Teaching experience

DEPARTMENT OF LINGUISTICS AND MODERN LANGUAGES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Lecturer (P8): Portuguese (x1) (Ref. CHS/SJ/030-2023) (re-advertisement)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Portuguese (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
- 0.5 research output units* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✱ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Participation in community engagement
- Proficiency in English

DEPARTMENT OF BIBLICAL AND ANCIENT STUDIES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Lecturer (P8): New Testament or Early Christian Studies (x1) (Ref. CHS/SJ/031-2023) (Re-advertisement)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in New Testament or Early Christian Studies (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
- 0.5 research output units* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Participation in community engagement
- Familiarity with Hellenistic Greek (at least NQF level 6)

Lecturer (P8): Classics or Classical Studies (x2) (Ref. CHS/SJ/032-2023) (Re-advertisement)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Classics or Classical Studies (*foreign qualifications to be evaluated by SAQA*)
- Candidates must have successfully completed at least one year study (NQF level 5) in Ancient Greek or Latin
- Intention to register for a Doctoral degree
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
- 0.5 research output units* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Participation in community engagement

DEPARTMENT OF CHRISTIAN SPIRITUALITY, CHURCH HISTORY AND MISSIOLOGY

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

(OTHER THAN ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

CANDIDATES FROM OTHER BACKGROUNDS

Associate Professor (P6): Christian Spirituality (x1) (Ref. CHS/SJ/033-2023)

Post specific requirements for Associate Professor:

- A doctoral degree, NQF level 10, in Christian Spirituality or related theological disciplines but limited to Missiology and Church History (*foreign qualifications to be evaluated by SAQA*)
- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Successful supervision of postgraduate (master's and/or doctoral) candidate to completion (academics)
- A research reflection and/or portfolio (academic and non-academic)
- 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research output units* during the previous 5 years OR 2.5 research output units* during the previous 3 years (non-academics)
- Evidence of the reviewed research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Successful supervision of postgraduate candidate to completion (non-academics)
- Involvement in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)

Senior Lecturer (P7): Missiology (x1) (Ref. CHS/SJ/034-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in Missiology (*foreign qualifications to be evaluated by SAQA*)
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
- 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

DEPARTMENT OF PHILOSOPHY, PRACTICAL AND SYSTEMATIC THEOLOGY

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Senior Lecturer (P7): Philosophy (x1) (Ref. CHS/SJ/035-2023) (re-advertisement)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in Philosophy, with specialisation in Feminist or Womanist Philosophy (*foreign qualifications to be evaluated by SAQA*)
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
- 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- × **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

DEPARTMENT OF RELIGIOUS STUDIES AND ARABIC

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Associate Professor (P6): Religious Studies (x1) (Ref. CHS/SJ/036-2023)

Post specific requirements for Associate Professor:

- A doctoral degree, NQF level 10, in Religious Studies or related specialisation in the social sciences of humanities (*foreign qualifications to be evaluated by SAQA*)
- The candidate should display a good grasp of the theories deployed in the discipline of Religious Studies, particularly postcolonial and decolonial theories of religion. The candidate should also demonstrate a keen awareness of new religious movements and trends, particularly in Africa.
- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Successful supervision of postgraduate (master's and/or doctoral) candidate to completion (academics)
- A research reflection and/or portfolio (academic and non-academic)
- 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research output units* during the previous 5 years OR 2.5 research output units* during the previous 3 years (non-academics)
- Evidence of the reviewed research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- ✱ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Successful supervision of postgraduate candidate to completion (non-academics)
- Involvement in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)

Senior Lecturer (P7): Arabic and Islamic Studies (x1) (Ref. CHS/SJ/037-2023) (re-advertisement)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in Arabic or Islamic Studies (*foreign qualifications to be evaluated by SAQA*)
- The candidate should display a good command of the Arabic language and an awareness of the most current methods used in teaching the language. The candidate should also demonstrate proficient knowledge of Islam, particularly in an African context.
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
- 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)

- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✖ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

DEPARTMENT OF HEALTH STUDIES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Associate Professor (P6) (x1): Health Sciences Education (Ref. CHS/SJ/038-2023)

Post specific requirements for Associate Professor:

- A doctoral degree, NQF level 10, in Nursing with specialisation in Nursing Education (*foreign qualifications to be evaluated by SAQA*)
- Current registration with the regulatory body (SANC) (*attach proof*)
- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Successful supervision of postgraduate (master's and/or doctoral) candidate to completion (academics)
- A research reflection and/or portfolio (academic and non-academic)
- 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research output units* during the previous 5 years OR 2.5 research output units* during the previous 3 years (non-academics)
- Evidence of the reviewed research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Successful supervision of postgraduate candidate to completion (non-academics)
- Involvement in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)

Associate Professor (P6) (x1): Health Services Management (Ref. CHS/SJ/039-2023)

Post specific requirements for Associate Professor:

- A doctoral degree, NQF level 10, in Nursing with specialisation in Nursing Management/Health Services Management and an additional qualification in Nursing Education (*foreign qualifications to be evaluated by SAQA*)
- Current registration with the regulatory body (SANC) (*attach proof*)
- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Successful supervision of postgraduate (master's and/or doctoral) candidate to completion (academics)
- A research reflection and/or portfolio (academic and non-academic)
- 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research output units* during the previous 5 years OR 2.5 research output units* during the previous 3 years (non-academics)
- Evidence of the reviewed research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academics)

- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Successful supervision of postgraduate candidate to completion (non-academics)
- Involvement in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)

Associate Professor (P6) (x1): Community Nursing Science (Ref. CHS/SJ/040-2023)

Post specific requirements for Associate Professor:

- A doctoral degree, NQF level 10, in Nursing with specialisation in Community Health Nursing and an additional qualification in Nursing Education (*foreign qualifications to be evaluated by SAQA*)
- Current registration with the regulatory body (SANC) (*attach proof*)
- 4 years relevant experience of which 2 must be teaching experience (academics) OR 4 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Successful supervision of postgraduate (master's and/or doctoral) candidate to completion (academics)
- A research reflection and/or portfolio (academic and non-academic)
- 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 4.5 research output units* during the previous 5 years OR 2.5 research output units* during the previous 3 years (non-academics)
- Evidence of the reviewed research (articles, research reports, supervision of post graduate students or any other research activity) (non-academics)
- Involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or research (academics)
- Demonstrate potential to participate in community engagement and an understanding of community engagement in terms of teaching and learning and engaged research (non-academics)
- Evidence of leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academics)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academics)
- Evidence of contribution in the national wider academic community and learned societies (academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience with teaching in an ODeL environment
- Successful supervision of postgraduate candidate to completion (non-academics)
- Involvement in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)

DEPARTMENT OF POLITICAL SCIENCE

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Lecturer (P8) (x1): African Politics/Politics/International Relations or Political Sciences (Ref. CHS/SJ/041-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in African Politics/Politics/International Relations or Political Sciences (*foreign qualifications to be evaluated by SAQA*)
 - Intention to register for a Doctoral degree
 - Able to discuss teaching reflection and statement (all candidates)
 - 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
 - A research reflection and/or portfolio (academics and non-academics)
 - 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
 - 0.5 research output units* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
 - Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Participation in community engagement
- Experience in teaching postgraduate courses or postgraduate project supervision
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations

DEPARTMENT OF PSYCHOLOGY
MUCKLENEUK CAMPUS (PRETORIA)

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| (ACADEMICS) | CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND |
| (OTHER THAN ACADEMICS) | CANDIDATES FROM OTHER BACKGROUNDS |

Lecturer (P8) (x1): Psychology (Ref. CHS/SJ/042-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Psychology (*foreign qualifications to be evaluated by SAQA*)
- Current registration with the HPCSA as Clinical/Counselling/Research Psychologist (attach proof)
- Willingness to register for a Doctoral degree
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
- 0.5 research output units* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✱ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Involvement in a community engagement project

DEPARTMENT OF SOCIAL WORK
MUCKLENEUK CAMPUS (PRETORIA)

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| (ACADEMICS) | CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND |
| (OTHER THAN ACADEMICS) | CANDIDATES FROM OTHER BACKGROUNDS |

Senior Lecturer (P7) (x2): Social Work (Ref. CHS/SJ/043-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in Social Work (foreign qualifications to be evaluated by SAQA)
- Current registration as a Social Worker with a professional body (SACSSP) (attach proof)
- 3 years relevant experience, of which 2 must be teaching experience (academics) OR 3 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- Experience in teaching postgraduate courses or postgraduate project leadership (academics)
- A research reflection and portfolio (academics and non-academics)
- 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if doctoral degree was obtained within the last two years)
- 3.5 research output units* during the previous 5 years OR 1.5 research output units* during the previous 3 years (non-academics) (waived if doctoral degree was obtained within the last two years)
- Participation in community engagement (academics) and potential to participate in community engagement (non-academics)
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Experience in teaching postgraduate courses or postgraduate research project supervision (non-academics)

Lecturer (P8) (x1): Social Work (Ref. CHS/SJ/044-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Social Work (foreign qualifications to be evaluated by SAQA)
- Current registration as a Social Worker with a professional body (SACSSP) (attach proof)
- Intention to register for a Doctoral degree
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (waived if master's degree was obtained within the last two years)
- 0.5 research output units* during the previous 5 years (non-academics) (waived if master's degree was obtained within the last two years)
- Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Participation in community engagement

DEPARTMENT OF SOCIOLOGY
MUCKLENEUK CAMPUS (PRETORIA)

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| (ACADEMICS) | CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND |
| (OTHER THAN ACADEMICS) | CANDIDATES FROM OTHER BACKGROUNDS |

Lecturer (P8) (x1): Sociology (Ref. CHS/SJ/045-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Sociology (*foreign qualifications to be evaluated by SAQA*)
- Intention to register for a Doctoral degree
- Able to discuss teaching reflection and statement (all candidates)
- 1 year teaching experience (academics) OR 1 year relevant experience (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 2 research output units* during the previous 5 years OR 1 research output unit* during the previous 3 years OR rated by NRF as a researcher (academics) (*waived if master's degree was obtained within the last two years*)
- 0.5 research output units* during the previous 5 years (non-academics) (*waived if master's degree was obtained within the last two years*)
- Participation in departmental, school, college, university committees, workplace committees or task teams and voluntary associations
- ✳ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Experience of teaching in an ODeL environment
- Participation in academic citizenship and community engagement
- Research publications
- Registered for a doctoral degree

INSTITUTE FOR SOCIAL AND HEALTH SCIENCES
X1 POSITION IN JOHANNESBURG SOUTH (LENASIA)
X2 POSITIONS IN CAPE TOWN

(ACADEMICS)

(OTHER THAN ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

CANDIDATES FROM OTHER BACKGROUNDS

Senior Researcher (P7) (x3) (Ref. CHS/SJ/046-2023)

The ISHS seeks to develop the collective and individual contributions of its researchers, and harness their expertise within the social, psychological, and public health sciences towards producing knowledges and actions that deepen understandings of social, political, psychological and health phenomena, and in so doing transform the social and health sciences. Applicants should demonstrate a developed record in research and publications; post-graduate supervision; niche area research that resonates with that of the Institute; peer and emerging researcher mentorship; community and policy engagements; academic citizenship; and transdisciplinary thought.

Post specific requirements for Senior Researcher:

- A doctoral degree, NQF level 10, in Social and/or Public Health sciences (foreign qualifications to be evaluated by SAQA) and relevant to the Institute's focus
- Sound publication output record as per the Unisa Research and Innovation Policy, 5 research output units* during the previous 5 years OR 3 research output units* during the previous 3 years OR an improved rating as a researcher by the NRF since the last rating application
- 3 years relevant community-engaged research experience in ISHS niche areas, i.e. from these areas: Black Planetary Studies; community engaged participatory research; violence and injury prevention or safety promotion; and liberatory epistemologies
- Proven experience in research project management (ability to execute large research projects independently)
- Experience and record in scientific and technical presentations in multiple fora
- Expertise in multi-method research methodologies
- 3 years' experience in post-graduate supervision, mentorship, and support for equity candidates and emerging researchers
- 3-year record of participation in committees, associations, journal boards, task teams and voluntary associations
- Evidence of membership of at least one relevant professional association or learned society
- Capacity to work independently and in teams
- A valid driver's license (attach proof)
- Participation in community engagement and outreach
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendation:

- Registration with a professional or disciplinary body
- Record of publications above the Senior Researcher threshold
- A record in resource mobilisation, Evidence of grants above R250 000 in the last (3) three years
- Awards in recognition of research, publications and/or community engagement

Responsibilities:

- Conduct research assuming a participatory, planetary, and liberatory orientation across the Institute's niche areas
- Oversee the coordination, design, implementation, supervision, and evaluation of ISHS research, intervention and post-graduate training projects
- Supervise interns, post-graduate students, and research and support staff
- Generate accredited single author and collaborative publications
- Co-lead and support emerging researchers' development
- Actively participate in community engagement, policy advocacy and academic citizenship as related to ISHS niche areas
- Contribute to resource mobilisation and internationalisation of ISHS research and scholarship
- (Co)/Lead on public intellectual activities and production of multi-media platforms
- Contribute to achieving the strategic, academic, and operational objectives of ISHS, the host college and the university.

Salary : Remuneration is commensurate with the seniority of the position
Assumption of duty : As soon as possible
Enquiries : (012 429 8889) Ms S Janssen (HR Advisor: College of Human Sciences)
Closing Date : 25 August 2023

ACTIVITY:



Your [APPLICATION FORM FOR A PERMANENT ACADEMIC POST](#) must be accompanied by a COMPREHENSIVE CURRICULUM VITAE and;

- identity document (*including passport, work permit, permanent residence permit or proof of nationalisation 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*)
 - current registration with the regulatory body (SANC) (attach proof) if applying for positions in Health Studies
 - current registration with the HPCSA as Clinical/Counselling/Research Psychologist (attach proof) if applying for positions in Psychology
 - current registration as a Social Worker with a professional body (SACSSP) (attach proof) if applying for positions in Social Work
 - **for ACADEMIC POSITIONS** a teaching statement (refer to page 1 of advertisement)
 - **for RESEARCH POSITIONS** a research 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
 - Late, incomplete and incorrect applications will not be considered.
 - 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 forwarded by email to: chs2pa@unisa.ac.za
- If you apply for more than one position, each application must be in a separate email.



- **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 closing date of this advertisement, please accept that your application was not successful.