



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



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

**SCHOOL OF PUBLIC AND OPERATIONS MANAGEMENT
DEPARTMENT OF OPERATIONS MANAGEMENT
MUCKLENEUK (PRETORIA)**

Professor (x2) (Ref: CEMS/MME/OM/P/05-2024)

Post-specific requirements for Professor:

- An appropriate Doctoral degree at NQF level 10 in Operations Management or cognate fields
- At least 5 (five) years of relevant teaching/research/work experience with a strong focus in the fields indicated below:
 - Administrative Management
 - Operations Management
 - Quality and Project management
 - Safety Management
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate
- Must have produced 5 output points in 3 years OR 7 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Active involvement in engaged scholarship, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (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:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Associate Professor/Senior Lecturer (x1) (Ref: CEMS/MME/OM/AP-SL/05-2024)

Post-specific requirements for Associate Professor:

- An appropriate Doctoral degree at NQF level 10 in Operations Management or cognate fields
- At least three 4 (four) years of relevant teaching/research/work experience with a strong focus in the following field indicated below:
 - Administrative Management
 - Operations Management
 - Quality and Project management
 - Safety 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 applicants)
- Must have produced 4 output points in 3 years OR 6 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Involvement in engaged scholarship, 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 for Associate Professor:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Post-specific requirements for Senior Lecturer:

- An appropriate Doctoral degree at NQF level 10 in Operations Management or cognate fields
- At least three 3 (three) years of relevant teaching/research/work experience with a strong focus in the following fields indicated below:
 - Administrative Management
 - Operations Management
 - Quality and Project management
 - Safety Management
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced 3 output points in 3 years OR 5 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Participation involvement in engaged scholarship, 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:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

**SCHOOL OF PUBLIC AND OPERATIONS MANAGEMENT
DEPARTMENT OF APPLIED MANAGEMENT
MUCKLENEUK (PRETORIA)**

Professor (x1) (Ref: CEMS/MME/AM/P/05-2024)**Post-specific requirements for Professor:**

- An appropriate Doctoral degree at NQF level 10 in Applied Management (Entrepreneurship, Supply Chain Management, Transport Economics and Logistics, and/or Tourism Management)
- At least 5 (five) years of relevant teaching/research/work experience with a strong focus in the fields indicated below:
 - Entrepreneurship
 - Supply Chain Management
 - Transport Economics and Logistics
 - Tourism Management
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate.
- Must have produced 5 research output points in 3 years OR 7 research output points in 5 years as recognised in the

DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)

- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Active involvement in engaged scholarship, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (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 for Professor:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Associate Professor (x1) (Ref: CEMS/MME/AM/AP/05-2024)

Post specific requirements for Associate Professor:

- An appropriate Doctoral degree at NQF level 10 in Applied Management (Entrepreneurship, Supply Chain Management, Transport Economics and Logistics, and/or Tourism Management)
- At least four 4 (four) years of relevant teaching/research/work experience with a strong focus in the fields indicated below:
 - Entrepreneurship
 - Supply Chain Management
 - Transport Economics and Logistics
 - Tourism 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 applicants).
- Must have produced 4 research output points in 3 years OR 6 research output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Involvement in engaged scholarship, 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 for Associate Professor:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Lecturer x1 (Ref: CEMS/MME/AM/LEC/05-2024)

Post-specific requirements for Lecturer:

- An appropriate Master's degree at NQF level 9 in Tourism Management or cognate field
- At least one (1) year of relevant teaching/research/work experience with a strong focus in the fields of specialisation in Tourism Management or cognate field

Recommendations:

- Registration for a Doctoral degree will be an added advantage.
- Teaching experience in a CODEL environment
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes.
- Excellent communication, networking, and interpersonal skills
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of two South African indigenous languages and the ability to provide tuition in those language(s)

SCHOOL OF PUBLIC AND OPERATIONS MANAGEMENT
DEPARTMENT OF PUBLIC ADMINISTRATION AND MANAGEMENT
MUCKLENEUK (PRETORIA)

Professor (x1) (Ref: CEMS/MME/PAM/P/05-2024)

Post-specific requirements for Professor:

- An appropriate Doctoral degree at NQF level 10 in Public Administration and Management or cognate field.
- At least 5 (five) years of relevant teaching/research/work experience with a strong focus in the fields of specialisation in Public Financial Management
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate
Must have produced 5 output points in 3 years OR 7 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Active involvement in engaged scholarship, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (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 for Professor:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Associate Professor (x1) (Ref: CEMS/MME/PAM/AP/05-2024)

Post specific requirements for Associate Professor:

- An appropriate Doctoral degree at NQF level 10 in Public Administration and Management or cognate field
- At least four 4 (four) years of relevant experience in teaching/research/work with a strong focus in the fields of specialisation in Intergovernmental Relations
- Successful supervision of a postgraduate candidate to completion (academic applicants)
- Successful supervision of a postgraduate candidate to completion will be an advantage (non-academic applicants).
- Must have produced 4 output points in 3 years OR 6 output points in 3 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Involvement in engaged scholarship, 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 for Associate Professor:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Lecturer x1 (Ref: CEMS/MME/PAM/LEC/05-2024)**Post-specific requirements for Lecturer:**

- An appropriate Master's degree at NQF level 9 in Public Administration and Management or cognate field
- At least one (1) year of relevant experience in teaching/research/work with a strong focus in the fields of Local Government Finance and Project management

Recommendations:

- Registration for a Doctoral degree will be an added advantage.
- Teaching experience in a CODEL environment
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes.
- Excellent communication, networking, and interpersonal skills
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of two South African indigenous languages and the ability to provide tuition in those languages

**SCHOOL OF MANAGEMENT SCIENCES
DEPARTMENT OF BUSINESS MANAGEMENT
MUCKLENEUK (PRETORIA)**

Professor (x3) (Ref: CEMS/BM/MME/P/05-2024)**Post-specific requirements for Professor:**

- An applicable Doctoral degree at NQF level 10 in Business Management or cognate field.
- At least 5 (five) years of relevant experience in teaching/research/work with a strong focus in the fields indicated below:
 - Strategic Management
 - International Business
 - General Management
 - Leadership
- Must have produced 5 output points in 3 years OR 7 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate
- Demonstrate potential to participate in community engagement (non-academic applicants)
- Active involvement in community engagement, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (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 for Professor:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes

- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Senior Lecturer (x2) (Ref: CEMS/BM/MME/SL/05-2024)

Post-specific requirements for Senior Lecturer

- An appropriate Doctoral degree at NQF level 10 in Business Management or cognate field
- At least three 3 (three) years of relevant experience in teaching/research/work with a strong focus in the fields indicated below:
 - Strategic Management
 - International Business
 - General Management
 - Leadership
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced 5 output points in 5 years OR 3 output points in 3 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- 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)

Senior Lecturer/Lecturer (x2) (Ref: CEMS/BM/MME/SL-L/05-2024)

Post-specific requirements for Senior Lecturer

- An appropriate Doctoral degree at NQF level 10 in Explosives or related qualification.
- At least three 3 (three) years of relevant experience in teaching/research/work with a strong focus on Explosives/ Explosives Engineering/Explosives Technology or cognate field.
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced 5 output points in 5 years OR 3 output points in 3 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- 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 a CODEL environment
- Excellent communication and interpersonal skills
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence///e of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Post-specific requirements for Lecturer

- An appropriate Master's degree at NQF level 9 in Explosives or related qualification.
- At least one (1) year of relevant experience of teaching/research/work/ with a strong focus on Explosives/ Explosives Engineering/Explosives Technology or cognate field.

Recommendations:

- Registration for a Doctoral degree will be an added advantage.
- Teaching experience in a CODEL environment

- Membership of professional associations/bodies
- Completed moderator and assessor training programmes.
- Excellent communication, networking, and interpersonal skills
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of two South African indigenous languages and the ability to provide tuition in those language(s)

SCHOOL OF MANAGEMENT SCIENCES
DEPARTMENT OF MARKETING AND RETAIL MANAGEMENT
MUCKLENEUK (PRETORIA)

Professor (x1) (Ref: CEMS/MME/MRM/P/05-2024)

Post-specific requirements for Professor:

- A Doctoral degree at NQF level 10 in Marketing Management/Marketing Communication/General Management or cognate field.
- At least 5 (five) years of teaching experience/work experience with a strong focus in the fields of specialisation in Marketing and Retail Management or cognate field.
- Must have produced 5 output points in 3 years OR 7 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017).
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate
- Demonstrate potential to participate in community engagement (non-academic applicants)
- Active involvement in community engagement, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (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

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Associate Professor (x2) (Ref: CEMS/MME/MRM/AP/05-2024)

Post-specific requirements for Associate Professor:

- An appropriate Doctoral degree at NQF level 10 in Marketing Management/Marketing Communication/General Management or cognate field
- At least three 4 (four) years of teaching/research/work experience with a strong focus in the fields of specialisation in Marketing and Retail Management or cognate field.
- Successful supervision of a postgraduate candidate to completion (academic applicants)
- Successful supervision of a postgraduate candidate to completion will be an advantage (non-academic applicants).
- Must have produced 4 output points in 3 years OR 6 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- 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 for Associate Professor:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- knowledge of other South African languages and the ability to provide tuition in those language(s).

Senior Lecturer (x1) (Ref: CEMS/MME/MRM/SL/05-2024)

Post-specific requirements for Senior Lecturer:

- An appropriate Doctoral degree at NQF level 10 in Marketing Management/Marketing Communication/General Management or cognate field.
- At least three 3 (three) years of teaching/research/work experience with a strong focus in the fields of specialisation in Marketing and Retail Management or cognate field.
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced 5 output points in 5 years OR 3 output points in 3 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017).
- 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:

- Research project leadership and fund sourcing
- Excellent communication and interpersonal skills
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

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

Professor (x1) (Ref: CEMS/MME/HRM/P/05-2024)

Post-specific requirements for Professor:

- An appropriate Doctoral degree at NQF level 10 in Human Resource Management or cognate field.
- At least 5 (five) years of teaching experience/work experience with a strong focus in the fields of specialisation in Human Resource Management or cognate field.
- Must have produced 5 output points in 3 years OR 7 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017).
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate

- Demonstrate potential to participate in community engagement (non-academic applicants)
- Active involvement in community engagement, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (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

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Registration with SABPP will be an added advantage
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- Knowledge of other South African languages and the ability to provide tuition in those language(s).
- NRF-rated researcher or intention to apply for rating.
- Knowledge of the theory and practice of ODL and technology-enhanced learning

Associate Professor (x1) (Ref: CEMS/MME/HRM/AP/05-2024)

Post-specific requirements for Associate Professor:

- An appropriate Doctoral degree at NQF level 10 in Human Resource Management or cognate field.
- At least 4 (four) years of teaching/research/work experience with a strong focus in the fields of specialisation in Human Resource Management or cognate field.
- Successful supervision of a postgraduate candidate to completion (academic applicants)
- Successful supervision of a postgraduate candidate to completion will be an advantage (non-academic applicants).
- Must have produced 4 output points in 3 years OR 6 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Involvement in engaged scholarship, 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

- Research project leadership and fund sourcing
- Registration with SABPP will be an added advantage
- Teaching experience in a higher education institution and CODEL environment will be an added advantage
- Completed moderator and assessor training programmes
- Knowledge of other South African Languages and the ability to provide tuition in those 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/05-2024)

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 project leadership
- Must have produced 5 output points in 5 years OR 3 output points in 3 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017).
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Participation involvement in engaged scholarship, 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 a CODEL environment
- Registration with SABPP will be an added advantage
- Excellent communication and interpersonal skills
- Completed moderator and assessor training programmes
- 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 those languages

**SCHOOL OF MANAGEMENT SCIENCES DEPARTMENT OF
INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY**

MUCKLENEUK (PRETORIA)

Professor (x1) (Ref: CEMS/MME/IOP/P/05-2024)

Post-specific requirements for Professor:

- An appropriate Doctoral degree at NQF level 10 in Industrial and Organisational Psychology
- At least 5 (five) years of teaching experience/work experience with a strong focus in the fields of specialisation in Industrial and Organisational Psychology
- Professional registration with the HPCSA as an Industrial Psychologist
- Must have produced 5 output points in 3 years OR 7 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017).
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate
- Demonstrate potential to participate in community engagement (non-academic applicants)
- Active involvement in community engagement, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (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

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Knowledge in the supervision of interns
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- Knowledge of other South African languages and the ability to provide tuition in those language(s).
- NRF-rated researcher or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology-enhanced learning

Associate Professor (x1) (Ref: CEMS/MME/IOP/AP/05-2024)

Post-specific requirements for Associate Professor:

- An appropriate Doctoral degree at NQF level 10 in Industrial and Organisational Psychology.
- At least 4 (four) years of teaching/research/work experience with a strong focus in the fields of specialisation in fields of Industrial and Organisational Psychology.
- Professional registration with the HPCSA as an Industrial Psychologist
- Successful supervision of a postgraduate candidate to completion (academic applicants)
- Successful supervision of a postgraduate candidate to completion will be an advantage (non-academic applicants).
- Must have produced 4 output points in 3 years OR 6 output points in 5 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- 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

- Research project leadership and fund sourcing
- Knowledge and experience in the supervision of intern psychologists
- Teaching experience in a higher education institution and ODeL environment will be an added advantage
- Completed moderator and assessor training programmes
- Knowledge of other South African Languages and the ability to provide tuition in those languages
- NRF-rated researcher or intention to apply for rating
- Knowledge of the theory and practice of ODL and technology- enhanced learning

Senior Lecturer (x2) (Ref: CEMS/MME/IOP/SL/MME/05-2024)

Post-specific requirements for Senior Lecturer:

- An appropriate Doctoral degree at NQF level 10 in Industrial and Organisational Psychology or cognate field
- At least three 3 (three) years teaching/research/work experience with a strong focus in the fields of Industrial and Organisational Psychology
- Professional registration with the HPCSA as an Industrial Psychologist/ Counselling Psychologist /Clinical Psychologist /Research Psychologist
- Experience in teaching postgraduate courses or project leadership
- Must have produced 5 output points in 5 years OR 3 output points in 3 years as recognised in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017).
- 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 a CODEL environment
- Excellent communication and interpersonal skills
- Completed moderator and assessor training programmes
- Experience in Leadership development will be an added advantage
- Knowledge and experience in the supervision of intern psychologists
- 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 those languages

Lecturer (x2) (Ref: CEMS/MME/IOP/L/MME/05-2024)

Post-specific requirements for Lecturer

- An appropriate Masters degree at NQF level 9 in Industrial and Organisational Psychology or cognate field
- At least one (1) year of teaching/research/work experience with a strong focus in the fields of Industrial and Organisational Psychology or cognate
- Professional registration with the HPCSA as an Industrial Psychologist/ Counselling Psychologist /Clinical Psychologist/Research Psychologist

Recommendations:

- Registration for a Doctoral degree will be an added advantage
- Teaching experience in a CODEL environment
- Completed moderator and assessor training programmes
- Excellent communication, networking and interpersonal skills
- Knowledge of the theory and practice of ODeL and technology-enhanced learning

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 May 2024

Your application form:

You can find the application form this link <http://www.unisa.ac.za/vacancies>

Your application 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)
 - 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*
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ACTIVITY:



- **We welcome applications from persons with disabilities**
- 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.