



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

Senior Lecturer/Lecturer (P7/8): Siswati (x1) (Ref. CHS/SEM/301-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in African Languages with specialisation in Siswati 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)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in African Languages with specialisation in Siswati 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

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS3PA@unisa.ac.za

DEPARTMENT OF ART AND MUSIC

SUNNYSIDE CAMPUS (PRETORIA)

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

Lecturer (P8): Music Theory and Composition (x1) (Ref. CHS/SEM/302-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Music Theory and/or Composition (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/creative research output units* during the previous 5 years OR 1 research/creative 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/creative 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)). For creative outputs, please supply the relevant accreditation letter.

Recommendation:

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

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS3PA@unisa.ac.za

Junior Lecturer (P9): Visual Multimedia Arts (x1) (Ref. CHS/SEM/303-2023)

Post specific requirements for Junior Lecturer:

- Applicable qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in Digital Arts/Visual Multimedia Arts with specialisation in Digital or Multimedia Arts (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
- Expertise in Adobe Creative Suite or similar software for Digital Arts

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS3PA@unisa.ac.za

DEPARTMENT OF COMMUNICATION SCIENCE

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Professor (P5): Media Studies/Organisational Communication/ Public Relations (x1) (Ref. CHS/DMM/304-2023)

Post specific requirements for Professor:

- Applicable and relevant qualification equivalent to NQF level 10 (e.g. D Ed, PhD, LL.D) in Media Studies/Organisational Communication/Public Relations (*foreign qualifications to be evaluated by SAQA*)
- A minimum of 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academics) OR 1 doctoral candidate supervised to completion (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 5.5 research output units* during the previous 5 years OR 3.5 research output units* during the previous 3 years (articles must be peer reviewed, not necessarily in the DHET accredited journal list) (non-academics)
- Active involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or curriculum transformation and/or research outputs (academics)
- Evidence (academic and other than academic) of the impact of the engagement on the community (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 contribution and leadership 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)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Evidence of membership in at least 1 relevant learned society (non-academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendations:

- Experience with teaching in an ODeL environment
- Evidence of contribution in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

Senior Lecturer (P7): Media Studies/Organisational Communication/Public Relations (x1) (Ref. CHS/DMM/305-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in Media Studies/Organisational Communication/Public Relations (*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)

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

Lecturer (P8): Media Studies/Organisational Communication/Public Relations (x7) (Ref. CHS/DMM/306-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Media Studies/Organisational Communication/Public Relations (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)
- Ability to respond to teaching and learning developments in ODeL
- 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

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

Junior Lecturer (P9): Media Studies/Organisational Communication/Public Relations (x8) (Ref. CHS/SEM/307-2023)

Post specific requirements for Junior Lecturer:

- Applicable qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in Media Studies/Organisational Communication/Public Relations (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:

- Experience of teaching in an ODeL environment

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS3PA@unisa.ac.za

DEPARTMENT OF ENGLISH STUDIES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Senior Lecturer (P7): English Literature/Applied English Language Studies (x1) (Ref. CHS/DMM/308-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in English Literature / Applied English Language Studies / Applied Linguistics (English) / 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)

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

DEPARTMENT OF INFORMATION SCIENCE

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Lecturer (P8): Information Science (x2) (Ref. CHS/SEM/309-2023)

Post specific requirements for Lecturer:

- Applicable and relevant qualification equivalent to NQF level 9 (e.g. M Ed, MPhil, MTech, Master's degree either through coursework or research) in Information Science/Knowledge Management/Archives and Records Management (*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

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS3PA@unisa.ac.za

DEPARTMENT OF LINGUISTICS AND MODERN LANGUAGES

MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS)

CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND

(OTHER THAN ACADEMICS)

CANDIDATES FROM OTHER BACKGROUNDS

Senior Lecturer (P7): Linguistics/Applied Linguistics (x1) (Ref. CHS/SEM/310-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in Linguistics/Applied Linguistics (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)

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS3PA@unisa.ac.za

Senior Lecturer (P7): Translation Studies (x1) (Ref. CHS/SEM/311-2023)

Post specific requirements for Senior Lecturer:

- A doctoral degree, NQF level 10, in Translation Studies (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)

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS3PA@unisa.ac.za

Lecturer (P8): French (x1) (Ref. CHS/SEM/312-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in French (*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

See last page on HOW TO APPLY
Applications must be forwarded by email to: CHS3PA@unisa.ac.za

Lecturer (P8): Linguistics/Applied Linguistics (x2) (Ref. CHS/SEM/313-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Linguistics/Applied Linguistics (*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

See last page on HOW TO APPLY
Applications must be forwarded by email to: CHS3PA@unisa.ac.za

Junior Lecturer (P9): French (x1) (Ref. CHS/DMM/314-2023)

Post specific requirements for Junior Lecturer:

- Applicable qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in French (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
- Proficiency in English

See last page on HOW TO APPLY
Applications must be forwarded by email to: CHS4PA@unisa.ac.za

Junior Lecturer (P9): Translation Studies (x1) (Ref. CHS/DMM/315-2023)

Post specific requirements for Junior Lecturer:

- Applicable qualification equivalent to NQF level 8 (e.g. Bachelor Honours, BTech or Postgraduate Diploma) in Translation Studies (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:

- Experience of teaching in an ODeL environment

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

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

Professor (P5): Practical Theology (x1) (Ref. CHS/DMM/316-2023)

Post specific requirements for Professor:

- Applicable and relevant qualification equivalent to NQF level 10 (e.g. D Ed, PhD, LLD) in Practical Theology with specialisation in Pastoral Care and Counselling (*foreign qualifications to be evaluated by SAQA*)
- A minimum of 5 years relevant experience of which 2 must be teaching experience (academics) OR 5 years relevant experience (non-academics)
- Able to discuss teaching reflection and statement (all candidates)
- At least 2 postgraduate candidates successfully supervised to completion, of which 1 must be a doctoral candidate (academics) OR 1 doctoral candidate supervised to completion (non-academics)
- A research reflection and/or portfolio (academics and non-academics)
- 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years OR rated as a researcher by the NRF in any category (academics)
- 5.5 research output units* during the previous 5 years OR 3.5 research output units* during the previous 3 years (articles must be peer reviewed, not necessarily in the DHET accredited journal list) (non-academics)
- Active involvement in community engagement, with evidence of how this has been transferred into teaching and learning and/or curriculum transformation and/or research outputs (academics)
- Evidence (academic and other than academic) of the impact of the engagement on the community (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 contribution and leadership 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)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)
- Evidence of membership in at least 1 relevant learned society (non-academics)
- ✘ **(It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendations:

- Experience with teaching in an ODeL environment
- Evidence of contribution in the international wider academic community and learned societies (academics)
- Evidence of involvement in the national wider academic community and learned societies (non-academics)

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

Associate Professor (P6): Systematic Theology (x1) (Ref. CHS/DMM/317-2023)

Post specific requirements for Associate Professor:

- A doctoral degree, NQF level 10, in Systematic Theology or Dogmatics (*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)

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

Lecturer (P8): Systematic Theology (x1) (Ref. CHS/DMM/318-2023)

Post specific requirements for Lecturer:

- A master's degree, NQF level 9, in Systematic Theology or Dogmatics (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

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

RESEARCH INSTITUTE FOR THEOLOGY AND RELIGION
MUCKLENEUK CAMPUS (PRETORIA)

(ACADEMICS) (OTHER THAN ACADEMICS)	CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND CANDIDATES FROM OTHER BACKGROUNDS
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Researcher (P8) (x1) (Ref. CHS/DMM/319-2023)

The Research Institute for Theology and Religion seeks to develop the collective and individual contributions of its researchers, and harness their expertise within the social, theological and religious spaces, to produce knowledge and actions that deepen understandings of social, theological and religious phenomena. Applicants should demonstrate a developed record in research and publications; 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 Researcher:

- A masters or doctoral degree, NQF level 9 or 10, in Theology (foreign qualifications to be evaluated by SAQA)
- Sound publication output record as per the Unisa Research and Innovation Policy, 2 research output units* during the previous 5 years OR 1 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
- Proven experience in research project management (ability to execute research projects independently)
- Experience and record in scientific and technical presentations in multiple fora
- Expertise in multi-method research methodologies
- 3-year record of participation in committees, associations, journal boards, task teams and/or voluntary associations
- Evidence of membership of at least one relevant professional association or learned society
- Capacity to work independently and in teams
- 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 Researcher threshold
- Awards in recognition of research, publications and/or community engagement

See last page on HOW TO APPLY

Applications must be forwarded by email to: CHS4PA@unisa.ac.za

Salary : Remuneration is commensurate with the seniority of the position
Assumption of duty : As soon as possible
Enquiries : (012 429 4891) Ms SE Mokomane (HR Practitioner: College of Human Sciences)
(012 429 3605) Mr DM Mahlwele (HR Practitioner: College of Human Sciences)

Closing Date : **14 December 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)
 - **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 the email address list on each position.
- 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.