



UNIVERSITY OF SOUTH AFRICA

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 **GRADUATE SCHOOL OF BUSINESS LEADERSHIP (SBL)**.

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:

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.

APPLICATION FORM FOR A PERMANENT ACADEMIC POST

ACTIVITY:



FOR MORE INFORMATION ON ACADEMIC POSITIONS (LEVELS) OPEN THE LINK OF THE POSITION YOU WHISH TO APPLY FOR:

[POSITION: PROFESSOR](#)

[POSITION: ASSOCIATE PROFESSOR](#)

 The following positions exist within the Graduate School of Business Leadership (SBL):

COLLEGE: GRADUATE SCHOOL OF BUSINESS LEADERSHIP
SCHOOL OF BUSINESS LEADERSHIP (SBL)
MIDRAND CAMPUS

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

Professor/Associate Professor P5/ P6 (x1): Human Resources Management

(Ref: SBL/HRM/001-2023)

Post specific requirements for Professor/ Associate Professor:

- An applicable academic qualification at NQF Level 10 (specifically, PhD or Doctorate in Human Resource/ Industrial Psychology)
- Candidates should hold both undergraduate degree and higher qualifications in Human Resources Management or Industrial Psychology
- Must have at least 5 years teaching experience (Full Professor)
- Must have at least 4 years teaching experience (Associate Professor)
- Proven research profile and consistent publication record in accredited journals, peer-reviewed conference proceedings, books, or book chapters in line with the Unisa Research and Innovation Policy at this level
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five years and 3.5 research outputs in three years (Associate Professor from academia)
- A proven record of supervision of postgraduate Master's and Doctoral students to completion or appropriate industry experience will be considered.
 - Two Masters' students/and/or one Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institution
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise for this position

- Record of accomplishments in HR and related fields

Recommendations:

- Experience with teaching in an ODeL environment.
- Active academic citizenship roles.
- Proven record of international collaborations.
- NRF rating or applied for rating.

Professor/Associate Professor P5/ P6 (x2): ICT

(Ref: SBL/ICT/003-2023)

Post specific requirements for Professor/ Associate Professor:

- A Doctorate in an ICT related field with a focus on management and leadership of technology.
- Must have at least 5 years teaching experience (for Full Professorship)
- Must have at least 4 years teaching experience (for Associate Professor)
- Proven research profile and consistent publication record in accredited journals, peer-reviewed conference proceedings, books, or book chapters in line with the Unisa Research and Innovation Policy at this level or appropriate industry experience will be considered:
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five years OR 3.5 research outputs in three years (Associate Professor from academia)
- A proven record of supervision of postgraduate Master's and Doctoral students to completion or appropriate industry experience will be considered:
 - Two Masters' students and/ or one Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institution
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise for this position

- Any ICT related fields of expertise with an inclination towards digital transformation leadership

Recommendations:

- Experience with teaching in an ODeL environment.
- Active academic citizenship roles.
- Proven record of international collaborations.
- NRF rating or applied for rating.

Professor/Associate Professor P5/P6

(x1): Leadership in Practice

(Ref: SBL/LIP/005-2023)

Post specific requirements for Professor/ Associate Professor:

- A relevant PhD or Doctorate with special focus on leadership
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- Proven research profile and consistent publication record in accredited journals, peer-reviewed conference proceedings, books, or book chapters in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five OR 3.5 research outputs in three years (Associate Professor)
- A proven record of supervision of postgraduate Masters' and Doctoral students to completion or appropriate experience will be considered:
 - Two masters' students and/ or one Doctoral candidate supervised to completion (Full Professor)
 - One masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institution
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise for this position

- Record of accomplishments in Leadership in Practice and related fields

Recommendations:

- NRF rating or proof of application for NRF rating will be an advantage.
- Experience with teaching in an ODeL environment
- Active academic citizenship roles
- Proven record on international collaborations

Professor/ Associate Professor P5/ P6 (x1): Strategy

(Ref: SBL/CS/006-2023)

Post specific requirements for Professor/ Associate Professor:

- A relevant PhD or Doctorate with special focus on strategy/strategic management
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- Proven research profile and consistent publication record in accredited journals, peer-reviewed conference proceedings, books or book chapters in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five years OR 3.5 research outputs in three years (Associate Professor from academia)
- A proven record of supervision of research Masters' and Doctoral students to completion:
 - Two Masters' students and/ or Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institution
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise for this position:

- Record of accomplishments in Strategy and related fields

Recommendations:

- An NRF rating or proof of application thereof would be an advantage.
- Experience with teaching in an ODeL environment
- Active academic citizenship roles
- Proven record of national/ international collaborations

Professor/ Associate Professor P5/ P6 (X1): Economics

(Ref: SBL/ECON/008-2023)

Post specific requirements Professor/ Associate Professor

- A relevant PhD or Doctorate degree in Economics
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- Proven research profile and consistent publication record in peer-reviewed conference proceedings, journal articles, book chapters or books in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five years OR 3.5 research outputs in three years (Associate Professor from academia)
- A proven record of supervision of Master's and Doctoral candidates to completion
 - Two Masters' students and/ or Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institution
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise:

Record of accomplishment in economics and related field(s)

Recommendations:

- An NRF rating or proof of application thereof would be an advantage.
- Experience with teaching in an ODeL environment
- Active academic citizenship roles
- Proven record of national/ international collaborations

Full Professor/ Associate Professor P5/ P6 (x1): Ethics and Governance

(Ref: SBL/EG/010-2023)

Post specific requirements: Professor/ Associate Professor

- A relevant PhD or Doctorate with special focus on Ethics and/ or Governance
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- A proven research profile and consistent publication record in peer-reviewed conference proceedings or journals in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five years OR 3.5 research outputs in three years (Associate Professor from academia)
- A proven record of supervision of postgraduate dissertations and thesis of Masters' and PhD students to completion (Why is this sentence different from the rest above)
 - Two Masters' students and/ or one Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institution
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise:

- Record of accomplishment in the field of Ethics and/or Governance.

Recommendations:

- Experience with teaching in an ODeL environment.
- Active academic citizenship roles.
- Proven record of international collaborations.
- NRF rating or applied for rating.

Professor/ Associate Professor P5/ P6 (x1): Financial Management

(Ref: SBL/FM/012-2023)

Post specific requirements Professor/ Associate Professor:

- A relevant PhD or Doctorate specialising in financial management or related field
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- A proven research profile and consistent publication record in peer-reviewed conference proceedings, journals, book chapters or books in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five years OR 3.5 research outputs in three years (Associate Professor from academia)
- Record of successful supervision of postgraduate dissertations and thesis of Masters' and PhD students to completion
 - Two Masters' students and/ or one Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institutions
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise:

Record of accomplishment in financial management and related field

Recommendations:

- Experience with teaching and learning in an ODeL environment.
 - NRF rating or applied for rating.
 - Active academic citizenship roles
 - Proven record of national/ international collaborations
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Professor/ Associate Professor P5/ P6 (x1): Project Management

(Ref: SBL/PM/013-2023)

Post specific requirements Professor/Associate Professor:

- A relevant PhD or Doctorate with special focus in Project Management
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- A proven research profile and consistent publication record in peer-reviewed conference proceedings, journals, book chapters or books in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five years OR 3.5 research outputs in three years (Associate Professor from academia)
- Record of successful supervision of postgraduate dissertations and thesis of Masters' and PhD students to completion
 - Two Masters' students and/ or one Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institutions
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise:

- A record of accomplishment in the field of Project Management.

Recommendations:

- Experience with teaching and learning in an ODeL environment.
- Active academic citizenship roles.
- Proven record of national/international collaborations.
- NRF rating or applied for rating.

Professor/ Associate Professor P5/ P6 (x1): Operations Management

(Ref: SBL/OM/014-2023)

Post specific requirements Professor/Associate Professor:

- A relevant PhD or Doctorate with special focus on Operations Management or related field
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- A proven research profile and consistent publication record in peer-reviewed conference proceedings, journals, book chapters or books in line with the Unisa Research and Innovation Policy at this level or applicable experience will be considered:
 - 7 research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 research outputs in five years OR 3.5 research outputs in three years (Associate Professor from academia)
- Record of successful supervision of postgraduate dissertations and thesis of Masters' and PhD students to completion
 - Two Masters' students and/ or one Doctoral candidate supervised to completion (Full Professor from academia)
 - One Masters' student supervised to completion (Associate Professor from academia)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institutions
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise:

- A record of accomplishment in the field of Operations Management

Recommendations:

- Experience with teaching and learning in an ODeL environment.
- Active academic citizenship roles.
- Proven record of national/international collaborations.
- NRF rating or applied for rating.

Professor/ Associate Professor P5/ P6 (x1): International Business

(Ref: SBL/ITI/015-2023)

Post specific requirements Professor/Associate Professor:

- A relevant PhD or Doctorate with special focus in International Business
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- A proven research profile and consistent publication record in peer-reviewed conference proceedings, journals, book chapters or books in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 years research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 years research outputs in five years OR 3.5 years research outputs in three years (Associate Professor from academia)
- Record of successful supervision of postgraduate dissertations and thesis of Masters' and PhD students to completion
 - Two Masters' students and/ or one Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institutions
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise:

- A record of accomplishment in the field of International Business.

Recommendations:

- Experience with teaching and learning in an ODeL environment.
 - Active academic citizenship roles.
 - Proven record of national/international collaborations.
 - NRF rating or applied for rating.
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Full Professor/ Associate Professor P5/ P6 (x1): Supply Chain Management

(Ref: SBL/SCM/016-2023)

Post specific requirements: Professor/ Associate Professor

- A relevant PhD or Doctorate with special focus on Supply Chain Management
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- A proven research profile and consistent publication record in peer-reviewed conference proceedings or journals in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 years research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 years research outputs in five years OR 3.5 years research outputs in three years (Associate Professor from academia)
- Record of successful supervision of postgraduate dissertations and thesis of Masters' and PhD students to completion
 - Two Masters' students and/ or one Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory student pass rates (where possible) in the past two years of employment at their institutions
- **Research output must be accredited guided by the DHET Research Policy**

Field of Expertise:

- A record of accomplishment in Supply Chain Management and related fields

Recommendations:

- Experience with teaching in an ODeL environment.
 - Active academic citizenship roles.
 - Proven record of national/ international collaborations.
 - NRF rating or applied for re-rating.
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Full Professor/ Associate Professor P5/ P6 (x1): Entrepreneurship and SMME Development

(Ref: SBL/ESMME/08-2023)

Post specific requirements: Professor/ Associate Professor

- A relevant PhD or Doctorate with specialization in Entrepreneurship and/or SMME Development or related field
- Must have at least 5 years teaching experience (for Full Professor)
- Must have at least 4 years teaching experience (for Associate Professor)
- A proven research profile and consistent publication record in peer-reviewed conference proceedings or journals in line with the Unisa Research and Innovation Policy at this level or appropriate experience will be considered:
 - 7 years research outputs in five years OR 5 research outputs in three years (Full Professor from academia)
 - 5.5 years research outputs in five years OR 3.5 years research outputs in three years (Associate Professor from academia)
- Record of successful supervision of postgraduate dissertations and thesis of Masters' and PhD students to completion
 - Two Masters' students and/ or one Doctoral candidate supervised to completion (Full Professor)
 - One Masters' student supervised to completion (Associate Professor)
- Evidence of satisfactory students pass rates (where possible) in the past two years of employment at their institutions.
- Research output must be accredited guided by the DHET Research Policy

Field of Expertise:

- A record of accomplishment in Entrepreneurship and/or SMME Development or related fields

Recommendations:

- Experience with teaching in an ODeL environment.
- Active academic citizenship roles.
- Proven record of national/ international collaborations.
- NRF rating or applied for re-rating.

- Salary** : Remuneration is commensurate with the seniority of the position
Assumption of duty : As soon as possible.
Enquiries : sblhr@unisa.ac.za
Closing Date : **05 May 2023** (Email application before close of business at 16:00).

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).
- UNISA reserves the right to authenticate all qualifications without any further consent from the applicant.
- HOW TO APPLY:** See last page of advertisement

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 emailed to SBLHR@unisa.ac.za
- If you apply for more than one position, each application must be on a separate email.



- Applications emailed to the wrong email address will not be considered.
- Late, incomplete and incorrect applications will not be considered.

All applications should reach UNISA before 16h00 on the closing date.

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.

HOW TO APPLY: See last page of advertisement