

# VACANCY BULLETIN

## Full Professor x1

Department of Industrial Engineering

Post level: 05

Ref: 24/955B2

The Department of Industrial Engineering has a permanent position for a Professor in the field of *Industrial Engineering* at the Pretoria Campus.

### Key performance areas/Core functions:

- Presenting lectures and assessing students in Industrial Engineering subjects
- Be responsible for administrative tasks related to teaching and learning.
- Ensuring that the capturing of marks is done (*< 10 working days after date of evaluation*)
- Involvement in Departmental or individual community projects.
- Industrial research, including accredited articles and peer-reviewed conference papers.
- Updating of the electronic base system of the Faculty like D2L-Brightspace, SharePoint and TUT4life.
- Assist with new curriculum development in terms of the HEQSF.
- Lead research activities of the department especially in the field of *Industrial Engineering and Engineering Management*.
- Lead quality teaching and learning with technology.
- Lead subject and curriculum committees.
- Responsible for, and provide leadership in, compiling and maintaining quality study guides, laboratory guides, subject files and other Teaching and Learning material.
- Participate in, and lead departmental, faculty and institutional initiatives in collaboration with Technology Stations, Centres, Institutes and Research Niche Areas.
- Liaise with industry on course and subject levels regarding curricula, visits, research and other interactions.
- Responsible for independent research and innovation projects and associated funding.

### Minimum Requirement

#### 1. Academic qualifications:

- A first degree in Industrial or Mechanical Engineering meeting the educational requirements for registering as a Professional Engineer or Technologist with ECSA will be an added advantage.
- Doctoral Degree in Industrial or Mechanical Engineering (NQF Level 10) with specialisation in Engineering Management.

#### 2. Experience:

- Five years' experience at the Associate Professor level.
- Experience with regards to management of academic matters, quality of programmes, student affairs and research projects.
- Experience in research and postgraduate supervision.
- Industry liaison and involvement in the development of new curricula.
- Experience in leading research chairs, Niche Areas and Centres.



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- 3. Registration with a professional body (if applicable):**  
Registration with ECSA is highly recommended.

Send your CV to: [recruitment2@tut.ac.za](mailto:recruitment2@tut.ac.za)

*(Please complete the scoresheet for Professor and submit with your application)*

Enquiries: Dr. T Nenzhelele  
Tel: 012 382 5697  
Closing Date: 08 June 2025

**If we have not responded within a month of the closing date, you should regard your application as unsuccessful. Correspondence will be entered into only with short-listed candidates. The University reserves the right not to make an appointment. Candidates will be required to undergo psychometric tests and any other simulation interventions. Candidates are also required to complete the application form for employment. The application is available on the University's website, share point, and the University's intranet.**



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## Addendum C

### GUIDELINE SCORE SHEET

This score sheet can be used as a **guideline** to determine whether a person has the potential to be considered for a professorship.

	CATEGORY	Weights	Maximum score	Score
<b>1</b>	<b>Qualifications</b>		<b>04</b>	
	Doctoral	1 x 3	03	
	Formal teaching qualification	1 x 1	01	
<b>2</b>	<b>PROFESSIONAL</b>		<b>07</b>	
	Membership: Academic/research association/ETQA (1 point per membership)	1 x 2	02	
	Editorship: Editorial Board/Journal/Reviewer (2 points per membership)	2 x 2	04	
	Co-chair/organiser of a conference (1 point per conference)	1 x 2	02	
	Professional registration (professional board/council) 1 point per registration/board	1 x 2	02	
	Invited as plenary or key note speaker at a conference (1 point per conference)	1 x 4	04	
<b>3</b>	<b>TEACHING AND SUPERVISION</b>		<b>45</b>	
	Teaching undergraduate, B Tech/honours and master's programmes (1 point per subject)	1 x 10	10	
	Curriculum development (1 point per subject)	1 x 5	05	
	Supervised/co-supervised master's (2 point per student)	2 x 8	16	
	Supervised/co-supervised doctoral (3 points per student)	3 x 10	30	
	Assessor/examiner: PhD and master's (1 point per assessment)	1 x 6	6	
<b>4</b>	<b>RESEARCH OUTPUTS</b>		<b>55</b>	
	Accredited journal articles (3 points per article) co-author/ author	3 x 15	45	
	Non-accredited journal articles (1 point per article)	1 x 5	05	
	Conference proceedings/ Presentations at conferences (double-blind peer reviewed – 1 point per paper)	1 x 5	05	
	Other (artistic outputs, patents etc) (1 point per output)	1 x 10	10	
	Sole author of a book (3 points per book)	3 x 2	06	
	Chapters in books/editor/reviewer of books (1 point per chapter in book/1 point per review/editing of a book)	1 x 3	03	
	Rating: NRF (A = 10, B = 8, C= 5 point for L, P or Y = 2)	1 x 10	10	
<b>5</b>	<b>COMMUNITY ENGAGEMENT</b>		<b>05</b>	
	Participation in community projects	1 x 5	05	
<b>6</b>	<b>GRANTS AND AWARDS</b>		<b>4</b>	
	Grants (1 point per award of R250,000) for grant holder	1 x 4	04	
	Awards/prizes (1 point per award)	1 x 2	02	



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<b>TOTAL</b>		120	
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**To qualify for promotion to associate professor:**

1. Candidate should obtain at least 60 points to be considered for promotion and
2. Candidate should obtain at least 50% in sections 3,4 and 5

**To qualify for promotion to full professor:**

1. Candidate should obtain at least 80 points to be considered and
2. Candidate should obtain at least 50% in all categories and
3. Candidate should have successfully supervised at least one doctoral student

