



# VACANCY BULLETIN

**Tshwane University  
of Technology**

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**PROFESSOR  
DEPARTMENT OF ANIMAL SCIENCE  
FACULTY OF SCIENCE  
POST LEVEL: 5  
REF. 25/23**

The Department of Animal Science in the Faculty of Science has a permanent position of Professor at the Pretoria Campus.

### **Critical Performance Areas**

- Supervision of master's and doctorate students of the department and an extensive record of external examiner of students from other universities.
- Research publication with master's and doctorate students.
- Research publications in DHET accredited peer reviewed journals.
- Attract external funding for research as well as contract work to generate third stream income.
- Generate considerable peer reviewed outputs, patents, prototypes etc.
- Provide leadership and mentor junior academic staff in research and innovation.
- Leading role in developing and revising the curriculum in collaboration with industry and other stake holders and aligned to the strategic vision of the department.
- Provide leadership in curriculum design, development and implementation.
- Participation and administrative leadership in departmental, faculty and institutional committees and activities relating to the learning programmes of the department.
- Liaising with industry and other stakeholders regarding research and community projects.
- Develop learning material, intergrate appropriate technology in teaching and learning, preparing and conducting lectures using a multimodal approach.
- Assess learning outcomes using appropriate assessment methods in line with the TUT Policy on Assessment.
- Student consultation and engagements.
- Any other reasonable duties as may be assigned by the department.

### **Minimum Requirements**

#### **Academic qualifications:**

- A Doctoral qualification (PhD) in Animal Science (NQF level 10)

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## **Experience:**

- A proven record of 5 years teaching and research experience at a university and or industry.
- A proven record of masters and doctoral students supervision
- Graduation of doctoral students is compulsory
- A proven record of research outputs in DHET accredited journals
- A NRF rating will be a strong recommendation

## **Registration with professional body (if applicable):**

Registration with the South African Council for Natural Scientific Professions will be a strong recommendations.

Please forward your CV to: Recruitment1@tut.ac.za

## **NB: Please ensure that you attach**

- **TUT application form for Employment**
- **CV with recently certified copies of qualifications and ID document**
- **Score sheet for promotion to Professor and portfolio of evidence in one file**

Enquires: Prof K Nephawe (012 382-5334)

Closing Date: 10 October 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.

**PLEASE SUBMIT YOUR CV AND COMPLETE THE BELOW ATTACHED TEMPLATE**

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## TSHWANE UNIVERSITY OF TECHNOLOGY TEMPLATE FOR CURRICULUM VITAE ASSOCIATE PROFESSORS/ PROFESSORS

1. PERSONAL DETAILS	
Name	
Surname	
Nationality	
Identity number	
Contact details	
Tel (h)	
Tel (w)	
Cell	
E-mail	

2. EDUCATIONAL QUALIFICATIONS		
YEAR	QUALIFICATION	INSTITUTION

3. OTHER QUALIFICATION/TRAINING		
YEAR	QUALIFICATION	INSTITUTION

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## 4. PROFESSIONAL ORGANISATIONS/BODIES

REGISTRATION	ORGANISATION

## 5. EMPLOYMENT HISTORY

DATE	ORGANISATION	POSITION	REASON FOR LEAVING
FROM - TO			

## 6. TEACHING ACTIVITIES - UNDERGRADUATE

YEAR	SUBJECT	PROGRAMME

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## 7. TEACHING ACTIVITIES – POST GRADUATE (e.g. structured masters/PhD's)

YEAR	SUBJECT	PROGRAMME

## 8. TEACHING ACTIVITIES – CURRICULUM DEVELOPMENT

YEAR	SUBJECT/PROGRAMME

## 9. EXTERNAL EXAMINER/ASSESSOR DUTIES

LEVEL	SUBJECT	INSTITUTION

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10. STUDY LEADING - COMPLETED			
YEAR	DEGREE	FIELD	INSTITUTION

11. ASSESSOR/EXAMINER – THESIS			
YEAR	DEGREE	FIELD	INSTITUTION

12. STUDY LEADING - IN PROCESS			
YEAR	DEGREE	FIELD	INSTITUTION

13. RESEARCH ACTIVITIES - PUBLICATIONS			
YEAR	NAME OF JOURNAL	ACREDITED	
		YES	NO

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14. RESEARCH ACTIVITIES – CONFERENCE PROCEEDINGS				
YEAR	DESCRIPTION		DOUBLE BLIND PEER REVIEWED	
	TITLE OF PAPER	NAME OF CONFERENCE	YES	NO

15. RESEARCH RATING	
YEAR	CATEGORY

16. RESEARCH ACTIVITIES – OTHER (e.g. key note address/ plenary speaker /artistic outputs/research awards/research projects/patents/prototypes /exhibitions/ chapters in books/ sole author etc)	
YEAR	DESCRIPTION

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## 17. GRANTS & AWARDS (RESEARCH & TEACHING)

YEAR	DESCRIPTION	RAND

## 18. REVIEW ACTIVITIES

YEAR	NAME OF JOURNAL/CONFERENCE/BOOK

## 19. COMMUNITY ENGAGEMENT

YEAR	DESCRIPTION

## 20. OTHER ACTIVITIES

YEAR	DESCRIPTION

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## 2.8 Criteria for Professorship

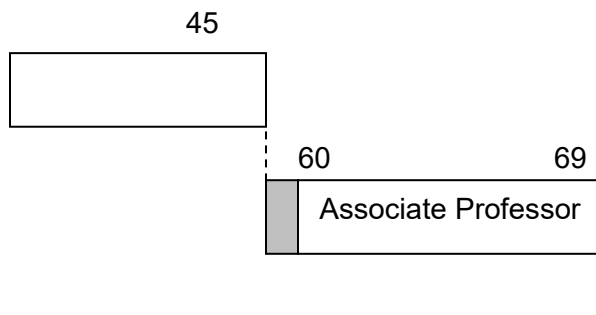
### GUIDELINE SCORE SHEET

This score sheet can be used as a **guideline** to determine whether a person has the potential to be considered for a professorship. A minimum of 50% in each of the 6 categories is **recommended**.

	<b>CATEGORY</b>	<b>Weights</b>	<b>Maximum score</b>	<b>Score</b>
<b>1</b>	<b>Qualifications</b>		<b>03</b>	
	Doctoral	1 x 3	03	
	Master's (not applicable if a candidate has a PhD)	1 x 1	01	
	Formal ty teaching qualification	1x1		
<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 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) M Tech: Policing	2 x 8	16	
	Supervised/co-supervised doctoral (3 points per student)	3 x 10	30	
	Assessor/examiner: PhD and master's (2 point per assessment)	2 x 6	12	

<b>4</b>	<b>RESEARCH OUTPUTS</b>		<b>50</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 (double-blind peer reviewed – 1 point per paper) •	1 x 5	05	
	Presentations at conferences (1 point per presentation)	1 x 5	05	
	Other (artistic outputs, patents etc)	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	
	Community engagement research	1 x 5	05	
<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>10</b>	
	Grants (1 point per award of R250,000) for grant holder	1 x 6	06	
	Awards/prizes (1 point per award)	1 x 2	02	
	Rating: NRF (A = 10, B = 8, C= 5 point for L, P or Y = 2)	1 x 10	10	

**Total**



70 and more

	Professor
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To be considered for the title of:

- associate professor – obtain points of 60 – all outputs shall be considered
- professor – obtain points of 70 and only outputs of the last seven years shall be considered

***If the points are five less than the acquired points, the merit of each specific case should be taken in consideration.***