



**Tshwane University
of Technology**

We empower people

**ASSOCIATE PROFESSOR
DEPARTMENT OF PUBLIC MANAGEMENT
FACULTY OF HUMANITIES
SOSHANGUVE SOUTH CAMPUS
REF: 24/284**

The Department of Public Management in the Faculty of Humanities seeks to appoint 1 Associate Professor at the Soshanguve Campus

Key performance areas/Core functions:

- Coordinate and teach public affairs subjects/modules and provide a high-quality learning experience that engages students through the conduct of lectures, tutorials, practical classes, demonstrations, workshops, student field excursions, and/or other sessions in online, blended or face-to-face modes,
- Demonstrate a scholarly approach to teaching and learning by contributing to the Departmental teaching and learning activities including sharing of good practice,
- Provide constructive, fair and timely feedback on learning to students.
- Initiate and participate in innovative subject and course level curriculum design, development and review in areas such as, but not restricted to, online and blended delivery, taking an evidence-based approach to evaluate how these initiatives improve student experience.
- Prioritize the embedding of employability capabilities in the curriculum.
- Lead and implement teaching improvement projects at subject/module, course or discipline levels.
- Contribute to knowledge transfer and to building relationships at international and local levels.
- Serve on committees at the Faculty and Department levels.
- Contribute to supervision of postgraduate students as required.
- Demonstrate effectiveness in teaching, curriculum development and subject coordination in face-to-face, blended and/or online modes, as evidenced by sustained high results on student feedback on teaching surveys, teaching excellence awards or through other forms of evidence.
- Demonstrated record of achievement in field of public affairs
- Active involvement in community engagement
- Contribute research articles in the accredited journals.

Minimum requirements:

Academic qualifications:

- Doctoral Degree: Public Administration/Public Management/Public Affairs

Women and people with disabilities are encouraged to apply.





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Experience:

- 5 years of teaching, supervision, and research experience.

Knowledge and Skills

- In-depth knowledge of the discipline of Public Affairs
- Ability to apply blended teaching and learning.
- Evidence of innovative initiatives undertaken in the last three years that have improved students' experience, and the evaluation of effectiveness of these initiatives.
- Demonstrated effectiveness in liaising with external stakeholders/organizations/agencies and/or the general public.
- Demonstrated ability to supervise or co-supervise postgraduate students.
- Demonstrated ability to produce outputs related to the Scholarship of Teaching and Learning.

Registration with professional body (if applicable):

- SAAPAM

Send your CV to : RecruitmentHum@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 Associate Professor and portfolio of evidence in one file**

Closing Date : 25 October 2024

Enquiries : Dr MC Maleka 012 383 9553

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. It is the intention of the university to promote representatively in respect of race, gender, and disability through the filling of these posts. Preferences will be given to candidates from the designated groups.

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NB: PLEASE ATTACH YOUR CV AND COMPLETE THE ATTACHED SCORESHEET BY PROVIDING DOCUMENTARY EVIDENCE FOR EACH RATING YOU GIVE YOURSELF.



Professorship
Scoresheet.doc



TUT Application
form for Employmen

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**.

	CATEGORY	Weights	Maximum score	Score
1	Qualifications		03	
	Doctoral	1 x 3	03	
	Master's (not applicable if a candidate has a PhD)	1 x 1	01	
	Formal teaching qualification	1x1		
2	PROFESSIONAL		07	
	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	
3	TEACHING AND SUPERVISION		45	

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	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	
4	RESEARCH OUTPUTS		50	
	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	
5	COMMUNITY ENGAGEMENT		05	

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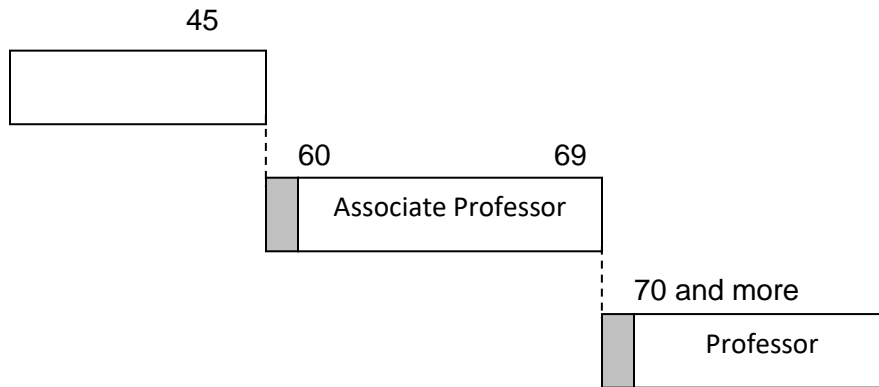


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	Participation in community projects+	1 x 5	05	
6	GRANTS AND AWARDS		10	
	Grants (1 point per award of R250,000) for grant holder	1 x 6	06	
	Awards/prizes (1 point per award)	1 x 2	02	
	Rating: NRF (A = 10, B = 8, C= 5 point for L, P or Y = 2)	1 x 10	10	

Total



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.

