



**COLLEGE OF AGRICULTURE AND ENVIRONMENTAL SCIENCES
SCIENCE CAMPUS, FLORIDA**

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 AGRICULTURE AND ENVIRONMENTAL SCIENCES (FLORIDA CAMPUS)**.

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:

Teaching statement (max 2 000 words) needs to be included in your application form **Please refer to number 7.1** in the Application for Permanent Academic post form:

Option A: External applicants and internal applicants (from NON-ACADEMIC positions)

Describe how you intend to approach teaching and learning by considering 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 (ODEL) Pedagogy

The above-mentioned Policies of UNISA can be accessed on the web using a search engine. If you cannot trace the ODeL 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-centred 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:



[APPLICATION FORM FOR A PERMANENT ACADEMIC POST](#)

 The following positions exist in the College of Agriculture and Environmental Sciences:

**DEPARTMENT OF AGRICULTURE AND ANIMAL HEALTH
SCIENCE CAMPUS, FLORIDA**

**(ACADEMIC) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND
(NON-ACADEMIC) CANDIDATES FROM OTHER BACKGROUNDS**

PROFESSOR: AGRICULTURAL ECONOMICS (P4) x1: (Ref: 030119-03)

Post specific requirements for Professor:

- PhD in Agricultural Economics (*NQF level 10, foreign qualifications to be evaluated by SAQA*).
 - *The area of specialisation should reflect an integration of the various fields of the discipline of Agricultural Economics.*
 - BSc and MSc degree in Agricultural Economics.
 - Able to discuss their teaching reflection and statement.
 - Seven (7) to ten (10) years of extensive teaching experience at a tertiary institution.
 - A research reflection and portfolio (all candidates).
 - At least 2 postgraduate candidates (Masters' and Doctoral) successfully supervised to completion, of which 1 must be a doctoral candidate (*academia*) OR 1 doctoral candidate supervised to completion (*other than academia*).
 - A sustained record of research output in high impact, peer reviewed journals and books, with a recognized national and international footprint.
 - A minimum of 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years; OR rated by NRF as a researcher (*academia*) OR a minimum of 5,5 research output units* during the previous 5 years OR 3,5 research output unit* during the previous 3 years (*other than academia*).
 - A track record of leadership in collaborations and attracting funding
 - Demonstrate involvement in engaged scholarship with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (*academia*) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
 - Evidence of the impact of the engagement on the community (all candidates).
 - Demonstrate an understanding of engaged scholarship in terms of teaching and learning and engaged research (*other than academia*).
 - Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (*academia*).
 - Evidence of contribution in the national wider academic community and learned societies (*academia*).
 - Candidate would be expected to contribute to the UNISA experimental farm and engage with the industry.
- × (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendations:

- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate).
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate project leadership (*academia*).
- Experience in teaching postgraduate courses or postgraduate research project supervision (*other than academia*).
- Evidence of contribution in the international wider academic community and learned society (*academia*).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

SENIOR LECTURER: AGRICULTURAL EXTENSION: (P6) x1: (Ref: 023326-03)

Post specific requirements for Senior Lecturer:

- PhD in Agricultural extension, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect an integration of the various fields of the discipline of Agricultural Extension.*
- Undergraduate degree in Agricultural Extension and Masters' degree in Agricultural Extension.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- Experience in teaching postgraduate courses or postgraduate project leadership.
- A research reflection and portfolio (all candidates).
- A minimum of 5 research output units* during the previous 5 years (*academia*) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (*academia*) **OR** a minimum of 3,5 research output units* during the previous 5 years OR 1,5 research output units* during the previous 3 years (*other than academia*). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in engaged scholarship, with evidence of how such participation will be, or has been, transferred into teaching and learning and/or research (*academia*) and demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (*academia*).
- Evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- Candidate would be expected to contribute to the UNISA experimental farm and engage with the industry.

× (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Experience in teaching postgraduate courses or postgraduate research project supervision (*other than academia*).
- Involvement in the national learned societies (*academia*).

**DEPARTMENT OF ENVIRONMENTAL SCIENCES
SCIENCE CAMPUS, FLORIDA**

**(ACADEMIC) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND
(NON-ACADEMIC) CANDIDATES FROM OTHER BACKGROUNDS**

PROFESSOR: ENVIRONMENTAL SCIENCE (P4) x1: (Ref: 030780-03)

Post specific requirements for Professor:

- PhD in the field of Environmental Sciences, (*NQF level 10, foreign qualifications to be evaluated by SAQA*).
- Undergraduate degree in Natural Sciences/Environmental Science (Specialisation in water resources management).
- Able to discuss their teaching reflection and statement.
- Seven (7) to ten (10) years of extensive teaching experience at a tertiary institution.
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates (Masters and Doctoral) successfully supervised to completion, of which 1 must be a doctoral candidate (*academia*). OR 1 doctoral candidate supervised to completion (*other than academia*).

- A sustained record of research output in high impact, peer reviewed journals and books, with a recognized national and international footprint.
- A minimum of 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years; OR rated by NRF as a researcher (academia) OR a minimum of 5,5 research output units* during the previous 5 years OR 3,5 research output unit* during the previous 3 years (*other than academia*).
- A track record of leadership in collaborations and attracting funding
- Demonstrate involvement in engaged scholarship with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of engaged scholarship in terms of teaching and learning and engaged research (*other than academia*).
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (academia).
- Evidence of contribution in the national wider academic community and learned societies (academia).

✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- Professional registration will be an advantage; South African Council for Natural Scientific Professions (SACNASP), and/or Environmental Assessment Practitioners of South Africa (EAPASA) or any other relevant professional bodies.
- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate).
- Experience with teaching in an ODeL environment.
- Participation in community engagement.
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

PROFESSOR: NATURE CONSERVATION-PLANT ECOLOGY AND VEGETATION MANAGEMENT: (P4) x1: (Ref: 011124-04)

Post specific requirements for Professor:

- PhD in the field of Plant and Vegetation Ecology, (*NQF level 10, foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect specialisation in Natural Vegetation dynamics and management (including Phytosociology).*
- Undergraduate degree in Nature Conservation/Botany (Plant Ecology)/Rangeland Management/Conservation Ecology.
- Able to discuss their teaching reflection and statement.
- Seven (7) to ten (10) years of extensive teaching experience at a tertiary institution.
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates (Masters and Doctoral) successfully supervised to completion, of which 1 must be a doctoral candidate (academia). OR 1 doctoral candidate supervised to completion (*other than academia*).
- A sustained record of research output in high impact, peer reviewed journals and books, with a recognized national and international footprint.
- A minimum of 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years; OR rated by NRF as a researcher (academia) OR a minimum of 5,5 research output units* during the previous 5 years OR 3,5 research output unit* during the previous 3 years (*other than academia*).
- A track record of leadership in collaborations and attracting funding
- Demonstrate involvement in engaged scholarship with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of the impact of the engagement on the community (all candidates).

- Demonstrate an understanding of engaged scholarship in terms of teaching and learning and engaged research (*other than academia*).
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (*academia*).
- Evidence of contribution in the national wider academic community and learned societies (*academia*).

✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- The candidate should have come through the Nature Conservation track (with broad ecological exposure and expertise).
- Registered with SACNASP or any other relevant professional bodies (attach proof).
- Experience working in the natural resource management arena specifically in the context of the Global South.
- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate).

ASSOCIATE PROFESSOR: ENVIRONMENTAL SCIENCES (P5) x1: (Ref: 030784-03)

Post specific requirements for Associate Professor:

- PhD or equivalent in Environmental Sciences/Environmental Management NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect an integration of the various fields of the discipline of Environmental Sciences.*
- Undergraduate degree in Natural Science/Environmental Science/Management.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (*academia*) OR successful supervision of a postgraduate candidate to completion will be considered as an advantage (*other than academia*).
- A minimum of 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 (*academia*) OR a minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years; (*other than academia*).
- Evidence of fundraising activities and stewardship.
- Involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (*academia*) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Demonstrate an understanding of possibilities of engaged scholarship and of teaching and learning and engaged research (*other than academia*).
- Evidence of a leading involvement in departmental, school, college and university committees including task teams and voluntary associations (*academia*) OR evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- Evidence of contribution in the national wider academic community and learned societies (*academia*).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.

SENIOR LECTURER: ENVIRONMENTAL SCIENCE/MANAGEMENT (P6) x1: (Ref: 030790-03)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Environmental Science/Management, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- Undergraduate degree in Applied Geology.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- Experience in teaching postgraduate courses or postgraduate project leadership.
- A research reflection and portfolio (all candidates).
- A minimum of 5 research output units* during the previous 5 years (academia) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) **OR** a minimum of 3,5 research output units* during the previous 5 years OR 1,5 research output units* during the previous 3 years (*other than academia*). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in engaged scholarship, with evidence of how such participation will be, or has been, transferred into teaching and learning and/or research (academia) and demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia).
- Evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).

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Recommendations:

- NRF rating will be an advantage
- Demonstrated experience in integrating safety standards and quality assurance measures into engineering activities that impact the natural environment, ensuring compliance with environmental regulations and the promotion of sustainable practices.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Involvement in the national learned societies (academia).

SENIOR LECTURER: NATURE CONSERVATION-ANIMAL ECOLOGY (P6) x1: (Ref: 030788-03)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Nature Conservation/Animal Ecology, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect an integration of the various fields of the discipline of Nature Conservation/Animal Ecology.*
- Undergraduate degree with major in Nature conservation/Zoology/Animal Ecology.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- Experience in teaching postgraduate courses or postgraduate project leadership.
- A research reflection and portfolio (all candidates).
- A minimum of 5 research output units* during the previous 5 years (academia) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) **OR** a minimum of 3,5 research output units* during the previous 5 years OR 1,5 research output units* during the previous 3 years (*other than academia*). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in engaged scholarship, with evidence of how such participation will be, or has been, transferred into teaching and learning and/or research (academia) and demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia).

- Evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- Be in possession of a valid South African driver's licence (attach copy).

× (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage
- Willingness travel to remote study sites to conduct research.
- Willingness to participate in practical sessions that will require the incumbent to spend extended periods away from home, including over weekends.
- Completed an assessor training programme (attach certificate)

SENIOR LECTURER: ZOOLOGY-WILDLIFE ECOLOGY (P6) x1: (Ref: 030786-03)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Zoology/Wildlife Ecology (conservation biology) NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect an integration of the various fields of the discipline of Zoology/Wildlife Ecology. Experience in quantitative ecology, camera trap study design and analysis, remote sensing, occupancy modelling, and spatial analysis in respect to terrestrial mammals.*
- Undergraduate degree with major in Zoology/Wildlife Ecology.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- Experience in teaching postgraduate courses or postgraduate project leadership.
- A research reflection and portfolio (all candidates).
- A minimum of 5 research output units* during the previous 5 years (academia) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) **OR** a minimum of 3,5 research output units* during the previous in 5 years OR 1,5 research output units* during the previous 3 years (*other than academia*). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in engaged scholarship, with evidence of how such participation will be, or has been, transferred into teaching and learning and/or research (academia) and demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia).
- Evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).

× (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage
- Should be able to participate in practical sessions that require the incumbent to spend extended periods away from home, including over weekends.
- Completed an assessor training programme (attach certificate)

**DEPARTMENT OF GEOGRAPHY
SCIENCE CAMPUS, FLORIDA**

**(ACADEMIC) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND
(NON-ACADEMIC) CANDIDATES FROM OTHER BACKGROUNDS**

ASSOCIATE PROFESSOR: INTEGRATED (Human and Physical) GEOGRAPHY (P5) x1: (Ref: 010157-04)

Post specific requirements for Associate Professor:

- PhD or equivalent in Geography, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect an integration of the various fields of the discipline of Geography*.
- Undergraduate degree (NQF Level 5 to 8) with major in Geography.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (academia) OR successful supervision of a postgraduate candidate to completion will be considered as an advantage (*other than academia*).
- A minimum of 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 (academia) OR a minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years; (*other than academia*).
- Evidence of fundraising activities and stewardship.
- Involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Demonstrate an understanding of possibilities of engaged scholarship and of teaching and learning and engaged research (*other than academia*).
- Evidence of a leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academia) OR evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- Evidence of contribution in the national wider academic community and learned societies (academia).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

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Recommendations:

- GIS and Remote Sensing will be an advantage.
- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Evidence of membership in at least one relevant learned society (*other than academia*)
- Involvement in the international wider academic community and learned societies (academia).

SENIOR LECTURER: INTEGRATED (Human and Physical) GEOGRAPHY (P6) x1: (Ref: 010014-04)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Geography, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
 - *The area of specialisation should reflect an integration of the various fields of the discipline of Geography.*
 - Undergraduate degree (NQF Level 5 to 8) with major in Geography.
 - Able to discuss their teaching reflection and statement.
 - Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
 - Experience in teaching postgraduate courses or postgraduate project leadership.
 - A research reflection and portfolio (all candidates).
 - A minimum of 5 research output units* during the previous 5 years (academia) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) **OR** a minimum of 3,5 research output units* during the previous 5 years OR 1,5 research output units* during the previous 3 years (*other than academia*). (Waived if Doctoral degree obtained within last two years (all candidates)).
 - Involvement in engaged scholarship, with evidence of how such participation will be, or has been, transferred into teaching and learning and/or research (academia) and demonstrate potential to participate in engaged scholarship (*other than academia*).
 - Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia).
 - Evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- × (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).**

Recommendations:

- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Involvement in the national learned societies (academia).

**DEPARTMENT OF LIFE AND CONSUMER SCIENCES
SCIENCE CAMPUS, FLORIDA**

**(ACADEMIC) CANDIDATES WITH A RESEARCH OR ACADEMIC BACKGROUND
(NON-ACADEMIC) CANDIDATES FROM OTHER BACKGROUNDS**

PROFESSOR MICROBIOLOGY (P4) x1: (Ref: 010144-04) Re-advert

Post specific requirements for Professor:

- PhD or equivalent in Microbiology, (*NQF level 10, foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect an integration of the various fields of the discipline of Microbiology.*
- Undergraduate degree in Microbiology or a closely related field (e.g., Biochemistry, Biotechnology, Molecular Biology, or Biological Sciences with a strong microbiology component), with the MSc preferably in Microbiology or a related field with a clear microbiology focus through research and dissertation.
- Able to discuss their teaching reflection and statement.
- Seven (7) to ten (10) years of extensive teaching experience at a tertiary institution.
- A research reflection and portfolio (all candidates).
- At least 2 postgraduate candidates (Masters' and Doctoral) successfully supervised to completion, of which 1 must be a doctoral candidate (academia) OR 1 doctoral candidate supervised to completion (*other than academia*).

- A sustained record of research output in high impact, peer reviewed journals and books, with a recognized national and international footprint.
- A minimum of 7 research output units* during the previous 5 years OR 5 research output units* during the previous 3 years; OR rated by NRF as a researcher (academia) OR a minimum of 5,5 research output units* during the previous 5 years OR 3,5 research output unit* during the previous 3 years (*other than academia*).
- A track record of leadership in collaborations and attracting funding
- Demonstrate involvement in engaged scholarship with evidence of how this has been transferred into teaching and learning curriculum transformation/research outputs (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of the impact of the engagement on the community (all candidates).
- Demonstrate an understanding of engaged scholarship in terms of teaching and learning and engaged research (*other than academia*).
- Evidence of contribution and leadership in departmental, school, college and university committees including task teams and voluntary associations (academia).
- Evidence of contribution in the national wider academic community and learned societies (academia).

✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate).
- Experience with teaching in an ODeL environment.

ASSOCIATE PROFESSOR: MICROBIOLOGY (P5) x1: (Ref: 010021-04) Re-advert

Post specific requirements for Associate Professor:

- PhD or equivalent in Microbiology, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect an integration of the various fields of the discipline of Microbiology.*
- Undergraduate degree with major in Microbiology or a closely related field (e.g., Biochemistry, Biotechnology, Molecular Biology, or Biological Sciences with a strong microbiology component, with the MSc preferably in Microbiology or a related field with a clear microbiology focus through research and dissertation.
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (academia) OR successful supervision of a postgraduate candidate to completion will be considered as an advantage (*other than academia*).
- A minimum of 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) OR a minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years; (*other than academia*).
- Evidence of fundraising activities and stewardship.
- Involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Demonstrate an understanding of possibilities of engaged scholarship and of teaching and learning and engaged research (*other than academia*).
- Evidence of a leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academia) OR evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).

- Evidence of contribution in the national wider academic community and learned societies (academia).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.

ASSOCIATE PROFESSOR: BIOTECHNOLOGY (P5) x1: (Ref: 010020-04)

Post specific requirements for Associate Professor:

- PhD or equivalent in Biotechnology, NQF level 10 (*foreign qualifications to be evaluated by SAQA*).
- *The area of specialisation should reflect an integration of the various fields of the discipline of Biotechnology (e.g., Molecular Biology, Biochemistry, Microbiology, Genetic Engineering, Bioinformatics, or related Life Sciences).*
- Undergraduate degree with major in Biotechnology or a closely related field (such as Molecular Biology, Biochemistry, Microbiology, Genetic Engineering, Bioinformatics, or other Life Sciences)
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- A research reflection and portfolio (all candidates).
- At least to have successfully supervised a postgraduate candidate to completion (academia) OR successful supervision of a postgraduate candidate to completion will be considered as an advantage (*other than academia*).
- A minimum of 6 research output units* during the previous 5 years OR 4 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) OR a minimum of 4,5 research output units* during the previous 5 years OR 2,5 research output units* during the previous 3 years; (*other than academia*).
- Evidence of fundraising activities and stewardship.
- Involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (academia) OR demonstrate potential to participate in engaged scholarship (*other than academia*).
- Demonstrate an understanding of possibilities of engaged scholarship and of teaching and learning and engaged research (*other than academia*).
- Evidence of a leading involvement in departmental, school, college and university committees including task teams and voluntary associations (academia) OR evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).
- Evidence of contribution in the national wider academic community and learned societies (academia).
- Evidence of involvement in the national wider academic community and learned societies (*other than academia*).

✘ (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage.
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.

SENIOR LECTURER: NUTRITION (P6) x1: (Ref: 010146-04)

Post specific requirements for Senior Lecturer:

- PhD or equivalent in Nutrition or Dietetics or Consumer Sciences with a Nutrition focus, NQF level 10 (foreign qualifications to be evaluated by SAQA).
- Undergraduate degree with major in Nutrition (*The area of specialisation should reflect an integration of the various fields of the discipline of Nutrition*)
- Able to discuss their teaching reflection and statement.
- Seven (7) years' experience in leading teaching and learning activities at departmental, college or university level (work lead, formal offering programme convenor etc.)
- Experience in teaching postgraduate courses or postgraduate project leadership.
- A research reflection and portfolio (all candidates).
- A minimum of 5 research output units* during the previous 5 years (academia) OR 3 research output units* during the previous 3 years OR rated by NRF as a researcher (academia) **OR** a minimum of 3,5 research output units* during the previous 5 years OR 1,5 research output units* during the previous 3 years (*other than academia*). (Waived if Doctoral degree obtained within last two years (all candidates)).
- Involvement in engaged scholarship, with evidence of how such participation will be, or has been, transferred into teaching and learning and/or research (academia) and demonstrate potential to participate in engaged scholarship (*other than academia*).
- Evidence of involvement in departmental, school, college, university committees, workplace committees or task teams and voluntary associations (academia).
- Evidence of participation in workplace committees or task teams and voluntary associations (*other than academia*).

× (It is an accredited output as recognized in the Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015)).

Recommendations:

- NRF rating will be an advantage
- Completed an assessor training programme (attach certificate)
- Experience with teaching in an ODeL environment.
- Involvement in the national learned societies (academia).

Salary : Remuneration is commensurate with the seniority of the position.

Assumption of duty : As soon as possible.

Enquiries : 011 471 3197 Mrs GN Dibetle (Bruny) CAES1PA@unisa.ac.za
012 484 1303 Mr LJ Fourie CAES2PA@unisa.ac.za
011 471 3161 Mrs M Botha

APPLICATIONS TO BE FORWARDED AS FOLLOWS:

Applications for:

- Professor: Microbiology (010144-04)
- Professor: Agricultural Economics (030119-03)
- Professor: Environmental Science (030780-03)
- Professor: Nature Conservation-Plant Ecology and Vegetation Management (011124-04)
- Senior Lecturer: Environmental Science/Management (030790-03)
- Senior Lecturer: Zoology-Wildlife Ecology (030786-03)

should all be forwarded to:

Applications for:

- Associate Professor: Microbiology (010021-04)
- Associate Professor: Biotechnology (010020-04)
- Senior Lecturer: Agricultural Extension (023326-03)
- Associate Professor: Environmental Sciences (030784-03)
- Senior Lecturer: Nature Conservation-Animal Ecology (030788-03)

Mr LJ Fourie
CAES2PA@unisa.ac.za

Mrs GN Dibetle
CAES1PA@unisa.ac.za

- | | |
|--|--|
| <ul style="list-style-type: none"> • Associate Professor: Integrated (Human and Physical) Geography (010157-04) • Senior Lecturer: Integrated (Human and Physical) Geography (010014-04) • Senior Lecturer: Nutrition (010146-04) | |
|--|--|

should all be forwarded to:

- **Closing Date: 03 April 2026 (before close of business at 16:00).**



ACTIVITY:

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.
 - 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**



- **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.

Applications may be forwarded by email to e-mail addresses as stipulated above.

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