



**Tshwane University  
of Technology**

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# VACANCY BULLETIN

## SENIOR LECTURER

**DEPARTMENT OF MANAGEMENT & ENTREPRENEURSHIP  
FACULTY OF MANAGEMENT SCIENCES**

**POST LEVEL 07  
PRETORIA CAMPUS**

**REF: 24/170b  
OFO NUMBER: 231101**

The Department of Management & Entrepreneurship in the Faculty of Management Sciences has a Senior Lecturer position available at the Pretoria Campus.

**INSTRUCTIONS:** Applicants are required to submit together with the CV's, a standardized application form available from the university intranet as well as recently certified copies of qualifications, identity document and motivation letter. It is prerequisite to mention the reference number and qualification of the position and also include copies of your academic transcript. Failure to comply with this instruction will disqualify the candidate. Further note that candidates may be expected to make a presentation or undergo competency testing

### Critical Performance Areas

#### 1. Teaching and Learning

- Develop and deliver lectures and seminars in Research Methodology, Business and Strategic Management as required, from first-year (NQF level 5) to Postgraduate Diploma (NQF level 8), ensuring that the content is current with the latest developments in the field.
- Design and implement innovative teaching strategies to enhance student learning and engagement.
- Supervise and mentor students in their academic studies, projects, and in preparation for examinations.
- Assessment and evaluation of student work to maintain high academic standards.
- Incorporate modern teaching platforms (e.g., myTUTor), design software, and digital tools into teaching practices.
- Capturing and processing of marks and all administrative tasks relating to teaching, learning, and postgraduate supervision.

#### 2. Curriculum Development

- Develop and revise curriculum offerings to reflect the current state and advancements in business and strategic management.

Employees from designated groups are encouraged.

- Integrate practical and theoretical aspects of business and strategic management into the curriculum to provide students with a comprehensive education.
- Collaborate with colleagues in continuous improvement of teaching resources and curriculum planning.

### **3. Research**

- Engage in scholarly research activities leading to publication in peer-reviewed business and strategic management journals.
- Secure funding for research projects through grant writing and collaborations with industry and other academic institutions.
- Supervise postgraduate, masters and doctoral research, providing expertise and guidance.
- Contribute to the advancement of the field through innovative, high-quality research.

### **4. Academic Leadership and Service**

- Participate in the department's administration and governance, such as attending faculty meetings, serving on committees, and providing input on departmental decisions.
- Mentor junior faculty members and contribute to their professional development. Engage with the broader academic and professional community through seminars, workshops, and conferences.
- Supervise special programmes as may be assigned by the Head of Department.

### **5. Industry Collaboration**

- Establish relationships with industry partners to facilitate cooperative research, internships, and student placement opportunities.
- Stay updated with industry trends to ensure the academic program maintains relevance and provides students with employable skills.
- Develop projects and case studies that reflect real-world challenges and require practical solutions.

### **6. Student Advisement and Support**

- Provide academic advising and career guidance to students within the department.
- Promote a supportive and inclusive educational environment that addresses the needs of a diverse student body.
- Implement student retention strategies and actively contribute to efforts aimed at increasing graduation rates.



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## Minimum Requirements

### 1. Academic Qualifications:

- A Doctoral degree (NQF level 10) in Management, Business Administration, or Entrepreneurship.

### 2. Experience:

- Five (5) years of lecturing experience in business and strategic management at a tertiary institution and/or five years of relevant industry-related experience will be required.
- A proven track record in publications of articles in accredited journals and conference attendance.
- A proven track record of supervising Masters and Doctoral students to completion.

### 3. Professional Registration:

- Registration with a professional body is highly desirable.

Send your CV to: [Recruitment4@tut.ac.za](mailto:Recruitment4@tut.ac.za)

Enquiries: Dr Patrick Ebewo (012) 382-6153

Closing date: **27 June 2025**

**You should regard your application as unsuccessful if we have not responded within a month of the closing date. Correspondence will be entered into only with short-listed candidates. The University reserves the right not to make an appointment. The university intends 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.**

**NB: PLEASE COMPLETE THE ATTACHED SCORESHEET BY PROVIDING DOCUMENTARY EVIDENCE FOR EACH RATING YOU GIVE YOURSELF. PLEASE EMBED/ATTACH THE EVIDENCE ON THE SCORESHEET.**

Employees from designated groups are encouraged.

## ADDENDUM B

### GUIDELINE SCORE SHEET FOR PROMOTION TO SENIOR LECTURER

This score sheet can be used as a **guideline** to determine whether a person has the potential to be considered for a Senior Lecturer position. A minimum of 50% in categories 3, 4, and 5 is required. A candidate with a total score of 50 points out of a possible 84 points can be considered for promotion to senior lecturer.

	CATEGORY	Weights	Maximum score	Score
<b>1</b>	<b>Qualifications</b>		<b>4</b>	
	A doctoral degree in the relevant field of study or a master's degree and chartership as approved by the Senate	3	3	
	Formal teaching qualification	1	1	
<b>2</b>	<b>PROFESSIONAL</b>		<b>1</b>	
	Membership: Academic/research association/ETQA, professional board/council (1 point per membership to a maximum of 3)	1 x 1	1	
<b>3</b>	<b>TEACHING, ASSESSMENT AND MANAGEMENT/LEADERSHIP</b>		<b>37</b>	
	Teaching (1 point per subject)	1 x 10	10	
	Curriculum development (1 point per subject)	1 x 4	4	
	External examiner or moderator for HEI (1 point per subject)	1 x 5	5	
	Marker/examiner/moderator for professional bodies/exam committees (1 point per exam)	1 x 4	4	
	Course /qualification coordinator (2 points per course/qualification)	2 x 2	4	
	Subject head/coordinator (1 point per subject)	1 x 5	5	
	Section head (3 points) / HOD (5 points)	1 x 5	5	
<b>4</b>	<b>RESEARCH AND INNOVATION OUTPUTS</b>		<b>35</b>	
	Accredited journal articles as subsidised by DHET (3 points per article) co-author/ author	3 x 4	12	
	Non-accredited, peer-reviewed journal articles (1 point per article)	1 x 3	3	
	Conference proceedings and/or presentations at conferences (1 point per paper to a maximum of 5)	1 x 5	5	
	Other (artistic and innovation outputs, patents, books/chapters, etc.) (1 point per output)	1 x 5	5	
	Supervised/co-supervised master/doctorate (2 points per student)	2 x 4	8	
	Assessor/examiner: master/doctorate (2 points per assessment)	1 x 2	2	



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<b>5</b>	<b>COMMUNITY ENGAGEMENT</b>		<b>5</b>	
	Participation in community projects (1 point per project) and/or industry involvement	1 x 5	5	
<b>6</b>	<b>GRANTS AND AWARDS</b>		<b>2</b>	
	Awards/prizes/grants (1 point per award/prize/grant)	1 x 2	2	
	Total		<b>84</b>	

## To qualify for promotion to Senior Lecturer:

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

Employees from designated groups are encouraged.