



FURTHER PARTICULARS RELATING TO THE POST OF LECTURER/SENIOR LECTURER IN THE DEPARTMENT OF LITERARY STUDIES IN ENGLISH

THE DEPARTMENT

The Department of Literary Studies in English at Rhodes seeks to develop critical and imaginative thought. The curriculum situates the study of individual works and authors within a general inquiry into cultural history and literary understanding and exposes students to a variety of analytical orientations. Both in its teaching activities and research activities, the department is guided by the over-arching goals of social enrichment and justice.

The department has a lively culture of learning pursued through lectures and small-group discussions, as well as through research seminars and colloquiums. It regularly hosts visiting academics and writers, and maintains strong links with cognate departments and institutes such as Amazwi – The South African Museum of Literature in Makhanda (Grahamstown).

While the undergraduate courses are wide-ranging, postgraduate courses and staff research focus on the fields of Early Modern to Romantic literature, Transnational literature, and African literature. The core curriculum is also supplemented by various student activities, such as the Honours year field trip to The Cradock Four and Olive Schreiner Museum in Cradock.

There are compelling reasons to study English at Rhodes: the university is located in a region known for its diverse and rich literary-cultural traditions; the department enjoys an excellent reputation; the curriculum is responsive to students' needs and interests; prescribed reading balances the traditional and the new, the local and the international; courses focus on the skills of careful analysis and contextual interpretation; postgraduate students are involved in teaching activities and research presentations; and the academic environment is supportive, pleasant and stimulating.

Our courses cover a range of periods, genres and styles, from the early modern in England through to the global present, with a specific focus on Africa. Literature gives significance to human experience, providing a record of intense intellectual and emotional engagements with life. We teach students to analyse and understand the logic of literary meaning, to argue coherently and convincingly, and to write clearly. In addition, students encounter:

- a curriculum that is responsive to their needs and interests;
- prescribed works that balance the traditional and the new, the local and the foreign;
- lectures that provide a systematic approach to the study of literary works;
- tutorials that develop the skills of analysis and contextual interpretation;
- postgraduate students who are involved in teaching;
- a learning environment that is supportive and stimulating.

We are housed in the middle of campus within walking distance of the main library and have a vibrant and diverse teaching and research community. A short history of the department is available [here](#).

THE FACULTY

The **Faculty of Humanities** is the largest Faculty at Rhodes University.

Comprising 11 Academic departments, 2 Schools and 10 affiliated institutes/centres and units.



The Faculty offers a rich variety of courses within four broad categories:

1. Arts (Fine Art, Drama, Music)
2. Languages (isiXhosa, Literary Studies in English, Afrikaans, Linguistics and Applied Language Studies, French, German, Latin, Greek)
3. Professional Offering (Journalism and Media Studies)
4. Social Studies (Sociology, Psychology, Anthropology, Political Studies, History, Philosophy)

The Faculty of Humanities offers a very wide range of possible degrees and course combinations. Students can major in Journalism and Politics, Classics and French, German, isiXhosa, Afrikaans or any other language offered, or Management and Industrial Sociology or Organisational Psychology, or Fine Art and History, or Information Systems and Literary Studies in English or Philosophy and Anthropology, or Computer Science and Music, or Mathematics and Drama or Linguistics and Applied Language Studies.

The Faculty offers an excellent formative education for a diversity of career choices. A liberal arts education provides students with critical reasoning skills, in particular the ability to analyse and evaluate arguments, to probe for hidden assumptions, to organise complex material in coherent ways; with an ability to understand the views of others; the ability to communicate well; a capacity to cope with ambiguity and uncertainty; and an acknowledgement of one's own ignorance. It is an education that introduces students to the formative moments of their histories, their societies and their identities. It allows students to enjoy the worlds of music and drama and literature and languages.

It opens worlds. It provides an education and not training. As such it provides students with the critical skills and characteristics which are so important for our individual and national development. All of the above may be combined with degrees or courses which are more immediately career oriented than the liberal arts education. Specialised degrees in Journalism or Fine Art or Music are offered, but all within the context of a broader rather than a technical education.

THE UNIVERSITY:

Rhodes University offers academics a collegial environment where its small size contributes to the quality of work life experienced by staff. The University is a research-intensive University. A nationally recognised Centre of Higher Education Research, Teaching and Learning (previously the Academic Development Centre), headed by the HoD of Teaching and Learning, supports academics in their professional development as teachers. A highly efficient Research and Innovation Office, headed by the Deputy Vice-Chancellor: Research and Innovation, seeks to assist academics actively pursuing research interests. A well-functioning and committed administration seeks to support the academic endeavour of the University.

New staff are offered the following benefits:

- payment of reasonable relocation expenses by the institution (further details are provided with an offer of employment);
- transit accommodation for at least six months, possibly up to one year, at reasonable market-related prices, subject to availability of such accommodation;
- possible transferral of academic leave credits (further details are provided with an offer of employment);
- competitive medical aid benefits (Rhodes University runs its own in-house medical aid scheme which has resulted in it being able to offer benefits that compare favourably with other service providers at a lower cost price) and an employer contribution of 50% of medical aid costs;
- competitive pension/provident fund options with an employer contribution of 15%;
- payment of a thirteenth cheque (further details are provided with an offer of employment); and
- housing allowance (further details are provided with an offer of employment).

The University's current remuneration strategy is to pay academics at the 50th percentile (in the middle of the market compared to other HE employers) of the Higher Education market.

Living in Makhanda and working at Rhodes University offers a number of additional benefits:

- small classes of motivated and in some cases exceptionally talented students;
- supportive environment within the academic department;
- reduced fuel bills;

- proximity to good schools where children can attend as day scholars, see: <https://www.ru.ac.za/jobs/chooserhodes/choosegog/schoolsingrahamstown/>
<https://www.ru.ac.za/jobs/chooserhodes/choosegog/pre-schoolsingrahamstown/>
- proximity to some of the best beaches in the world;
- home to the prestigious National Arts Festival;
- nearby nature reserves and wilderness areas;
- clean fresh air and a healthy lifestyle;
- a small city with big cultural and academic possibilities;
- generous parental leave benefits, see: <https://www.ru.ac.za/jobs/chooserhodes/lifestyle/parentalbenefits/>

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

Requirements

You will be expected to teach and manage large classes at undergraduate and smaller classes at Honours level. All staff also tutor at undergraduate level. You will need to teach in the areas of African Literature, South African Literature, Postcolonial Literature, Literary Theory and Postmodern literature. In addition, you will need to assume the role of a course coordinator and also perform administrative duties related to your teaching.

You will be involved in ongoing curricula development. You should display alignment between teaching, research and community engagement. Finally, you should display the ability to develop a positive rapport and promote an affirming relationship with colleagues and students.

JOB REQUIREMENTS	
EDUCATIONAL QUALIFICATIONS AND EXPERIENCE	
Lecturer	Senior Lecturer
A PhD in English, Literary Studies, or a closely related discipline. Candidates who have evidence of their PhD having been submitted for examination may also be considered.	A PhD in English, Literary Studies, or a closely related discipline.
Some teaching experience is required. Should be acquainted with online/ blended teaching, testing and marking or be willing to immediately acquire these skills once on the job through workshop attendance or other developmental opportunities.	Teaching experience at the undergraduate and postgraduate levels required.
Ability to teach and interest in one or more of the following areas is required: African literature, South African literature, Postcolonial Literature, Literary Theory, Postmodern literature A keenness to teach Academic Writing will be an added advantage.	Teaching experience and interest in one or more of the following areas is required: African literature, South African literature, Postcolonial Literature, Literary Theory, Postmodern literature. A keenness to teach Academic Writing will be an added advantage.
Ability to supervise postgraduate students as research supervision at Honours, Masters and PhD levels as per qualification will be required once in the job.	Research supervision of at least Masters' degrees to completion required.
Some evidence and experience of conducting research.	Emerging national profile in the discipline and credible record of publication in peer-reviewed publications.
Track record of administration, management and/or leadership roles (leadership roles may be informal).	

All academics are responsible for the dissemination of knowledge (teaching and learning), creation of knowledge (research) and community engagement, recognising that there are differences in the execution of these responsibilities within the various departments and Faculties. Academics are also expected to assume

some administrative, management and/or leadership duties at the departmental, Faculty and/or University level.

It is also acknowledged that academics follow different trajectories in their careers. In considering academics for employment, the totality of what an applicant can contribute to Rhodes will be assessed bearing in mind minimum requirements for certain levels of posts as shown above. Each post level has a number of options/categories listed next to each which reflect the possible intersection of the requirements of the post related to teaching and learning, research, community engagement, professional involvement and leadership, administration and management.

Applicants are required to meet the criteria for one of these categories for the relevant post level, please refer to the Academic Role Profile document for further information on the categories and the requirements of the different levels.

THE SELECTION PROCESS:

The following selection process will be followed:

(a) For all applicants applying:

- A comprehensive CV and relevant qualifications, including academic transcripts;
- A substantial letter of motivation which tells us:
 - Your research trajectory
 - Your teaching approach and experience.
 - The level you are applying for, your interest in the post and suitability in light of the requirements.

It is essential that prospective candidates read the role profile, further particulars relating to this post and ensure that all relevant documents are submitted.

(b) On the basis of the above information, candidates will be short-listed.

(c) All short-listed candidates will under-go the following processes:

- Referee reports will be solicited, and this will be done shortly after the short-listing. Candidates will be asked to please advise referees of this process.
- Candidate will be expected to give a presentation to an audience comprising the selection committee and/or members of the department. This will be followed by a question-and-answer session.
- Panel interview process likely to take place after.

(d) An employment check (checking of qualifications, checking of research record, checking of past employment record, etc.) is undertaken on final candidate recommended for appointment.

The University reserves the right to check qualifications and the accuracy of any information supplied. Should it become apparent that information provided has been fabricated or deliberately altered, the applicant will forfeit their application.

Candidates should note that Rhodes University has introduced a Covid-19 vaccine mandate and that staff members are required to conform to the University's conditions in this regard.

The Selection Committee reserves the right to confirm your publication and research records and, if necessary, access such documentation. Information so gained may be used to assess your suitability for short-listing.

All applications will be treated in strict confidence. The University may opt to appoint on a fixed-term contract of not less than three-years for both posts. The University reserves the right not to proceed with the filling of these posts. An application in itself does not entitle the applicant to an interview. Please apply online by accessing the Rhodes University Website.

If you have any further queries about the selection process, please do not hesitate to contact the Division of People and Culture at hrrecruitment@ru.ac.za.

Our best wishes to you in your application.

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