

FURTHER PARTICULARS RELATING TO THE POST OF LECTURER/SENIOR LECTURER/ASSOCIATE PROFESSOR/PROFESSOR IN THE FINE ART DEPARTMENT

THE DEPARTMENT

The Department of Fine Art, which is part of the Faculty of Humanities, provides comprehensive tuition in Fine Art practice as well as theoretical and historical aspects of the visual arts. Rhodes Fine Art aims to empower students by developing their creative and intellectual potential through exposure to a diverse range of contemporary teaching and learning experiences.

The post is in the Fine Art Practice section of the Department, and the successful applicant will be expected to:

- Take responsibility for the Fine Art Practice 1 courses, teaching (or co-teaching) across a range of assignments in different art-making media areas, and managing all aspects of course co-ordination and related studio administration.
- Contribute at the more senior levels (including postgraduate supervision) in a manner commensurate with their experience and expertise.
- Contribute to the Fine Art Department's rich and varied portfolio of practice-based and practice-led research.

Facilities and Teaching Approach

The Fine Art Department is spread across four buildings on campus with facilities for teaching contemporary conceptual and technical competencies in Painting, Sculpture, Printmaking, Photography and Digital Art. Although students are encouraged to work in ways that may be interdisciplinary where appropriate, a firm foundation in technical expertise is established in each media area through purposively designed projects and regular technical workshops, which enable students to be competent in a wide scope of techniques possible within their media areas. The Fine Art Staff work collectively in the design of the curriculum, and regular studio crits are conducted with all staff and students in a particular year, to ensure ongoing assessment of work in progress and encourage peer mentorship.

The historic Main Fine Art building was the first purpose-built art school in the country. It is here that the department's gallery, administrative hub, and the first-year studios are housed. The Rhodes Library has a large and growing collection of art books and journals.

The Fine Art Practice staff at Rhodes are practising artists with professional expertise in the exhibition of their work, and the Art History & Visual Culture staff are active researchers with diverse interests in aspects of contemporary art production. Classes at Rhodes are kept small, with very favourable staff-student ratios, and this allows staff to give close one-on-one attention to students.

Exhibition Opportunities

Rhodes Fine Art provides students with ongoing opportunities to exhibit their works to a wider public. Apart from shows directed at the University and Makhanda community, student work is sent to exhibitions and competitions in larger centres. Students also participate annually in the National Arts Festival, whether this is through the showcasing of their work, or gaining first-hand experiences as curatorial and logistic interns assisting with the installation of exhibits on the Festival. Our graduating students also mount their own individual solo exhibitions at the end of their undergraduate and postgraduate degrees.

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 education - an education for life and an education which is formative for almost any career choice. 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/chooserrhodes/choosegog/schoolsingrahamstown/>
<https://www.ru.ac.za/jobs/chooserrhodes/choosegog/pre-schoolsingrahamstown/>
- proximity to some of the best beaches in the world;
- 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/chooserrhodes/lifestyle/parentalbenefits/>

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

Requirements

JOB REQUIREMENTS			
EDUCATIONAL QUALIFICATIONS AND EXPERIENCE			
Lecturer	Senior Lecturer	Associate Professor	Professor
A Masters degree in Fine Art/Visual Arts, with reasonable progress being made towards a PhD in Fine Art/Visual Arts (practice-based or practice-led) and with a commitment to complete PhD within the probationary period.	A PhD in Fine Art/Visual Arts (practice-based or practice-led) is preferred. Candidates with a Masters degree in Fine Art/Visual Arts, with proof of PhD under examination may also be considered. Candidates will need to provide proof of having passed PhD examination by the time of appointment.	A practice-based or practice-led PhD in Fine Art/Visual Arts.	
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 is required.	Considerable teaching experience at the undergraduate and postgraduate levels is required, including Masters and PhD.	Extensive teaching experience at the undergraduate and postgraduate levels is required including at Masters and PhD levels.
Ability to teach in the subject of Fine Art/Visual Arts studio practice. Preference will be given to candidates with teaching experience/ability and technical competency across a range of art-making media areas (such as drawing, painting,	Teaching experience must be in the subject of Fine Art/Visual Arts studio practice. Preference will be given to candidates with teaching experience and technical competency across a range of art-making media areas (such as drawing, painting, sculpture, printmedia, digital arts and photography).		

sculpture, printmedia, digital arts and photography).			
Capacity to supervise research at Masters level, ideally with existing experience in research supervision at Fourth Year (Honours or Honours-equivalent) level.	Research supervision of at least Masters in Fine Art/Visual Arts degrees to completion is required.	Supervision of Masters in Fine Art/Visual Arts degrees to completion is required. Supervision of Fine Art PhD degrees to completion is an advantage.	Supervision of Masters in Fine Art/Visual Arts degrees as well as Fine Art PhD degrees to completion is required
Some evidence of being research-active, with a primary research focus on creative outputs.	Emerging national profile in discipline, with a primary research focus on creative outputs. (Good to satisfactory research track record.)	National and emerging international profile in discipline, with a primary research focus on creative outputs (Good to very good research track record.)	International profile in discipline, with a primary research focus on creative outputs. (Very good to outstanding research track record.)
Some evidence of administration, management and/or leadership roles (leadership roles may be informal).	Track record of administration, management and/or leadership roles (leadership roles may be informal).	Proven track record in administration, management and leadership.	
<p>Relevant experience in terms of studio management/admin. The successful candidate will be required to:</p> <ul style="list-style-type: none"> • Manage the facilities and equipment attached to the Fine Art Practice 1 studio. • Ensure appropriate expenditure against the allocated running expenses budget. • Manage the ordering, safe storage and distribution of materials needed for Fine Art Practice 1 teaching. • Oversee tutors brought in to assist with Fine Art Practice 1 projects. 			
COMPETENCIES			
<p>The job specific competencies are embedded within the key responsibility areas and the standards listed above. Relative to the post level (e.g., Senior Lecturer) and the nature of the application (e.g., Very good for Teaching and Learning, satisfactory for research, Good in CE and satisfactory in leadership, admin and management), candidates must be able to demonstrate evidence of meeting the standards required.</p>			
COMPETENCIES SPECIFIC TO THIS POST			
<ul style="list-style-type: none"> • Management of studio-based classes. • Teaching of adult learners. • An ability to translate practical experience into curricula. • Ability to relate theory to practice. • Integration of own research into teaching. • Ability to develop a positive rapport and promote an affirming relationship with students. 			

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 practice experience
 - 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:
 - Shortlisted candidates will be required to provide a portfolio of their practical work.
 - 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 HR Division at hrrcruitment@ru.ac.za or 046 603 8001/7036.

Our best wishes to you in your application.

Last updated: February 2024