



RHODES UNIVERSITY
Grahamstown • 6140 • South Africa

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

THE DEPARTMENT

The Department of Chemistry at Rhodes University is one of the four original departments of the University and continues to be one of the key contributors in terms of teaching and research. We do not depend on our legacy alone, but continue to develop cutting edge research, using our well-equipped and newly refurbished instrumental suites (housing NMR, SC-XRD and powder XRD, FTIR, DSC, TG with evolved gas analysis, and LC-MS). We also employ innovative teaching and assessment processes which are continuously evolving alongside our student population. Although we are built on the traditional sub-disciplines of chemistry, we host multi-disciplinary research projects and enjoy a good relationship with colleagues from Biochemistry, Microbiology, Pharmaceutical Chemistry, Pharmaceutics, and Physics.

THE FACULTY:

The Faculty of Science is a grouping of 14 Departments and two associated research Institutes (Institute for Water Research, IWR; and the Institute for Environmental Biotechnology, EBRU).

The departments can be grouped into mainly four broad areas which are:

- The biological sciences (Botany, Human Kinetics & Ergonomics, Ichthyology & Fisheries Science, Zoology & Entomology, and Microbiology)
- The earth and environmental sciences (Environmental Science, Geography, and Geology)
- The chemical sciences (Chemistry, Biochemistry, and Biotechnology)
- The mathematical and physical sciences (Computer Science, Mathematics, Mathematical Statistics and Physics).

Although these groupings exist, the boundaries are not clearly defined and some departments and staff are active within more than one group. Indeed departments and staff in departments collaborate with colleagues from all the other faculties in teaching, research and community engagement.

The Departments are mostly small with five to 10 staff and the total academic staff complement of the Faculty is 102. Our academic staff are well-qualified and more than 90% have a PhD. Our departments are well supported by technical staff.

The Faculty is led by a full time Dean with the support of two part time Deputy-Deans and a Faculty Officer. Go to [People](#) for further details on the Faculty leadership team.

The Dean and Administration Officer have offices in the Schönland Building in the garden of the Botany Department.

While we do not have a vision and mission statement, we believe that the Faculty of Science is:

- Learned, and characterised by learning and scholarship in all that we do;

- Fit for purpose;
- Characterised by collegiality (relating to or involving shared responsibility and power) and a real concern for the well-being and success of others;
- Forward looking.

The purpose of the Faculty of Science is:

- To educate, and through education help create the next generation of critical thinking, ethical scientists, researchers and citizens;
- To research, and through research answer important questions that advance knowledge and improve quality of life;
- Through education and research, promote transformation.

As a Faculty, our focus is firmly on Teaching & Learning and Research with Community Engagement cutting across our activities.

Further information on the Faculty can be found here:

<https://www.ru.ac.za/facultyofscience/>

THE UNIVERSITY:

Rhodes University offers academics a collegial environment where its small size contributes to the quality of work life experienced by staff. 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. An offer made to a prospective staff member will seek to ensure parity with current staff members. A measure of flexibility is provided in the final negotiated salary package, which will be agreed upon between the candidate and the Director: Human Resources.

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: <http://www.ru.ac.za/jobs/chooserhodes/lifestyle/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: <http://www.ru.ac.za/humanresources/academicstaffmatters/leave/parentalleave>

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

JOB REQUIREMENTS	
EDUCATIONAL QUALIFICATIONS AND EXPERIENCE	
Associate Professor	Senior Lecturer
At least a PhD in Chemistry.	
Considerable teaching experience in inorganic chemistry at the undergraduate and postgraduate levels.	Teaching experience at the undergraduate and postgraduate levels is required.
Experience teaching topics related to coordination chemistry, crystallography/solid-state chemistry, inorganic spectroscopy, group theory, organometallics and catalysis.	
Track record in Master's and Doctoral supervision to completion.	Research supervision of at least a Master's degree is required.
National and emerging international profile in the discipline.	Emerging national profile in the discipline.
Track record of research publications in inorganic chemistry/crystallography/organometallics/ catalysis and in attracting research funding.	
Track record of administration, management, and leadership roles.	

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.

In addition, a Professor and Associate Professor are to provide academic leadership in the following areas: teaching and learning; research and community engagement as well as to contribute towards the governance of the institution. This leadership contribution of the Professor should be evidenced at the departmental, Faculty and institutional levels.

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 on the next page. 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:
- An application form.
 - A comprehensive CV and relevant qualifications, including academic transcripts;
 - A substantial motivation which tells us:
 - o Your research trajectory.
 - o Your teaching approach and experience.
 - o 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 document 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 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.

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.

Our best wishes to you in your application.

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