RHODES UNIVERSITY
Where leaders learn

FURTHER PARTICULARS RELATING TO THE POST OF ASSOCIATE PROFESSOR IN PHARMACY PRACTICE

THE FACULTY:

Formal courses leading to a degree in Pharmacy at Rhodes University were first offered in 1956 in what was to become the Department of Pharmacy in the Faculty of Science at Rhodes University. The Department grew to become the School of Pharmaceutical Sciences in the Faculty of Science and in 1980 was established as a Faculty of Pharmacy in its own right when the number of students studying pharmacy exceeded those studying Science. The Faculty of Pharmacy is currently the only Faculty of Pharmacy in South Africa. Interestingly the University has had a much longer association with Pharmacy in South Africa, and it was at a meeting of the then South African Pharmacy Board in January 1929 in Cape Town that Rhodes University College was recognised as an institution where courses of training and study for the Preliminary Scientific Examination for Pharmacy could be attended.

The Faculty moved from the "hill" into its current premises in 1988, where we have some state-of-the- art research and teaching facilities that you will be able to visit when you are here.

The Profession of Pharmacy is dynamic and has evolved over the decades to one that focusses on patient centred care whilst retaining a fundamental scientific base to ensure optimum patient outcomes. Consequently, the Bachelor of Pharmacy degree (BPharm) offered at Rhodes University covers the prescribed minimum curriculum required by the South African Pharmacy Council in addition to other important aspects so as to grant graduates of the programme access to a preregistration experience that includes an internship and professional competency evaluation.

Internships can be completed in community, hospital, industrial or an academic pharmacy setting. In order to complete their internship, Interns are required to work at an accredited training site for a minimum of 12 months, are required to submit evidence of Continuing Professional Development (CPD) and successfully complete two pre-registration examination papers. Successful completion of the internship is followed by registration as a Community Service Pharmacist (CSP), and working as a CSP in the public or other designated sector as required by the National Department of Health.

Successful completion of the CSP year allows registration with the South African Pharmacy Council as a fully qualified pharmacist, which permits pharmacists to practice the profession of pharmacy in any setting within the Republic of South Africa. In order to practice pharmacists are required to maintain their registration with the South African Pharmacy Council annually. The diverse nature of the profession and generalist undergraduate degree permits practice in a variety of settings including but not limited to pharmaceutical manufacturing, wholesaling and distribution, independent or corporate community pharmacy and public or private institutional or hospital pharmacy settings. There are opportunities to work as consultants, research or academic pharmacists with a Bachelor of Pharmacy degree, however further specialisation through postgraduate studies may be required to advance your career prospects. Opportunities exist for postgraduate studies that lead to rewarding careers as clinical, industrial and academic pharmacists.

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 many 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:

Requirements

Associate Professor

- At least a PhD in Pharmacy Practice, Clinical Pharmacy, PharmD or related qualification with at least 10 years of teaching experience or 10 years of professional experience in a health or medicines-related field.
- Registration with the South African Pharmacy Council (SAPC) as a pharmacist.
- Considerable experience teaching Pharmacy Practice and Clinical Pharmacy courses. Has facilitated case-based discussions and supervised clinical experiential training. In addition, has contributed to curriculum development by designing and reviewing new academic programmes aligned with SAPC.
- Research supervision of Masters and preferably PhD candidates, to completion.
- Track record of research publications and the ability to attract funding.
- National and emerging international profile in the discipline.
- Track record of administration, management, and/or leadership roles with a willingness to assume a leadership role in the faculty, if required.

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:
    - 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 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 the 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 Division of People & Culture at 046 603 8616.

Our best wishes to you in your application.

Last updated: April