RHODES UNIVERSITY
Where leaders learn

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

THE DEPARTMENT

The Rhodes Anthropology department is one of the oldest in the country, with a distinguished lineage of path-breaking anthropologists. We embrace and make connections between the diverse fields in anthropology (biological, socio-cultural, archaeological, and linguistic), and have expanded into the application of these in Heritage Management Studies. We actively engage in interdisciplinary research and teaching in both the humanities and sciences. Our department takes community responsibility seriously and has implemented innovative service-learning initiatives across courses to transform how we learn and teach with students and connect to the wider community we are part of.

We train students to critically analyse their own social-cultural situations and understand those of others. This skill set of being able to identify the longitudinal and latitudinal connections in social situations makes a degree in anthropology an asset in working at all levels of government, NGO's, the heritage sector, media, trade and tourism and the corporate world.

For more information on our specific research and teaching areas, click on the Research and Studying tabs or explore our People page on our website: https://www.ru.ac.za/anthropology/about/

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 for a diversity of career choices. It offers an education that 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.

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 seek 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 transfer 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) 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);
- housing allowance (further details are provided with an offer of employment).

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: People and Culture.

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

- relatively small classes, in comparison to the sector;
- motivated and talented students;
- supportive environment within the academic department;
- reduced fuel bills;
- proximity to good schools where children can attend as day scholars;
- proximity to some of the best beaches in the world;
- nearby nature reserves and wilderness areas;
- a small city with big cultural and academic possibilities;
- generous parental leave benefits.

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

Requirements

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 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.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE		
Senior Lecturer	**Associate Professor**	**Professor**
A PhD in Archaeology or Anthropology (with expertise in either Archaeology or Heritage Studies).		
Teaching experience across various courses at the undergraduate and postgraduate levels is required.	Considerable teaching experience across a range of courses at the undergraduate and postgraduate levels.	Extensive teaching experience across various courses at the undergraduate and postgraduate levels is required.
Experience in conducting and facilitating fieldwork in the relevant fields is required.		
Experience teaching and research in the following disciplinary areas: archaeology or anthropology (with expertise in archaeology or heritage studies). Demonstrable ability to teach in a range of sub-fields is		

required. Experience or ability to teach quantitative research methods associated with these fields is highly desirable.		
Relevant research supervision of at least a Master's degree to completion required.	Relevant supervision of Master's degrees to completion is required. Supervising PhD degrees to completion is an advantage.	Relevant supervision of Master's and PhD degrees to completion is required.
An Anthropologist/Archaeologist with interdisciplinary work in the sciences and humanities areas will be essential.		
Approaches to teaching & learning and research, which emphasise engagement with communities, will be an advantage.		
Emerging national profile in the discipline and a credible publication record in peer-reviewed publications.	National and emerging international profile in the discipline and substantial publication record in peer-reviewed publications.	International profile in the discipline (Very good to outstanding research track record).
A record of administration, management and/or leadership roles (leadership roles may be informal).	Proven track record and an active interest in administration, management and leadership.	

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 online 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 and of 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 hrrecruitment@ru.ac.za or 046 603 8001.

Our best wishes to you in your application.

Last updated: September 2025