RHODES UNIVERSITY
Where leaders learn

FURTHER PARTICULARS RELATING TO THE POST OF LECTURER/SENIOR LECTURER IN THE DEPARTMENT OF POLITICAL AND INTERNATIONAL STUDIES

THE DEPARTMENT

The Department of Political and International Studies at Rhodes is a high-quality teaching and research environment. We strive to create a lively scholarly atmosphere and to welcome our students into an environment in which debate is encouraged and regular interaction between students and lecturers is the norm. The Department prides itself on being informal and warm while at the same time being exceptionally demanding of our students. We believe that these dual aspects of our practice are what make us stand out in the higher education environment.

The department has a significant postgraduate cohort and is interested in hiring a colleague who will bring further supervision capacity.

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 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 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); 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;
- 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

JOB REQUIREMENTS	
EDUCATIONAL QUALIFICATIONS AND EXPERIENCE	
Lecturer	**Senior Lecturer**
A PhD in Political Studies or a closely related discipline. Candidates who provide evidence of their PhD thesis being under examination will be considered.	A PhD in Political Studies or a closely related discipline.
Some teaching experience and/or teaching facilitation is required. The incumbent should be acquainted with online/blended teaching, testing, and marking or be willing to acquire these skills immediately once in the job through workshop attendance or other developmental opportunities.	Considerable teaching experience at the undergraduate and postgraduate levels is required.
An ability to teach foundational courses in at least one of the following fields: Comparative Politics and/or Political Theory. Ability to teach African Politics and/or South African Politics would be an advantage. In addition, candidates who can offer a range of	Teaching experience in at least one of the following fields: Comparative Politics and/or Political Theory. Experience in teaching African Politics and/or South African Politics would be an advantage. In addition, candidates who can offer a range of expertise

expertise currently not provided by the department are encouraged to apply.	currently not provided by the department are encouraged to apply.
An ability to supervise postgraduate students is required.	Research supervision experience up to at least a Master's degree completion is required.
Some evidence and experience in conducting research. Evidence of accredited published outputs would be an advantage.	Emerging national profile in the discipline and a credible record of accredited, peer-reviewed publications.
Some record 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).

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.

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 documents are submitted.

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

(c) All short-listed candidates will undergo 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 is 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 the 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 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.

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