

**FURTHER PARTICULARS RELATING TO THE POST OF SENIOR LECTURER/ASSOCIATE PROFESSOR/PROFESSOR IN THE
DEPARTMENT OF SOCIOLOGY AND INDUSTRIAL SOCIOLOGY (CONTRACT POST)**

THE DEPARTMENT

The Department of Sociology and Industrial Sociology aspires to excellence in teaching and social research and the fostering of a critical engagement with society. The Department is committed to the provision of programmes which are at the cutting edge of social theory, research and policy formulation. It strives to combine high standards with the popular relevance of our courses and welcomes the diverse backgrounds of our students. The Department is committed to the personal and academic development of all staff members and aims to ensure that its demographic profile is representative of South African society. We further encourage and support all efforts to communicate the findings of our academic activities. The Department endeavours to provide students with a broad array of analytical and research skills in order to afford them competence across a range of occupations.

In accordance with the mission statement, the following constitute key areas of focus for the department:

1. Emphasising academic quality and excellence.
2. Developing postgraduate programmes and changing the balance between under- and postgraduate students.
3. Investigating possibilities for staff development.
4. Encouraging regional cooperation in teaching and research.
5. Exploring different learning and teaching strategies.
6. Preserving the identity and integrity of sociology as a discipline.
7. Constructing a range of courses that are sufficiently flexible to reflect the diverse interests of our student body as well as the demands of the marketplace.
8. Constructing a syllabus that is realistic in the sense that it takes cognisance of the areas of competence and research interests of the lecturing staff.
9. Linking the main streams in the department, General Sociology, Sociology of Development and Industrial Sociology, to particular career paths.
10. Identifying areas of concentration and growth.

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. 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;
- proximity to some of the best beaches in the world;
- home to the prestigious National Arts Festival;
- nearby nature reserves and wilderness areas;
- 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

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE		
Senior Lecturer	Associate Professor	Professor
A PhD in Sociology or a cognate discipline with specialisation in Development Studies.		
Teaching experience across a range of courses at the undergraduate and postgraduate levels.	Considerable teaching experience across a range of courses at the undergraduate and postgraduate levels.	Extensive teaching experience across a range of undergraduate and postgraduate courses is required.
Candidates must have experience in teaching and publishing in the disciplinary areas of Development Studies.		
Expertise on development theory and practice required, including an understanding of the South African context.		
Research supervision experience up to at least a Master's degree to completion is 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.
Approaches to teaching, learning and research, which encompass engagement with relevant communities.		
Emerging national profile in the discipline and a credible record of accredited, 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).
Proven track record and an active interest in administration, management and leadership.		
A proven track record of fundraising, including for student bursaries, is an advantage.		

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 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:
 - 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.

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 and Culture at hrrecruitment@ru.ac.za

Our best wishes to you in your application.

Last updated: September 2026