

FURTHER PARTICULARS RELATING TO THE POST OF LECTURER IN ECONOMICS

THE DEPARTMENT

The Department of Economics at Rhodes University is a vibrant and diverse academic unit offering undergraduate to doctoral programmes, including a specialised Master of Commerce in Financial Markets. With a strong emphasis on student centred teaching and learning, the department integrates rigorous teaching with research excellence across areas such as financial markets, international trade, development, environmental and natural resource economics, and the creative economy. Its research groups—focusing on Money, Banking and Financial Markets; Development, Institutions and Labour Markets; and Environmental and Natural Resource Economics—investigate pressing economic and social challenges, particularly within the Eastern Cape and broader African context. The department also incorporates strong community engagement and service-learning components in both undergraduate and postgraduate courses.

THE FACULTY:

The Faculty of Commerce at Rhodes University is the institution's second largest faculty, comprising four departments—Accounting, Economics, Information Systems, and Management—and the Rhodes Business School. It offers a range of undergraduate degrees, including the Bachelor of Business Science, Bachelor of Commerce, and Bachelor of Economics, as well as postgraduate qualifications like the Postgraduate Diploma in Accountancy, Master of Commerce in various disciplines, specialized MCom degrees in Financial Markets and Taxation, the Master of Business Administration, and doctoral programs. The faculty emphasizes an interfaculty approach, collaborating with departments across Science, Humanities, and Law to provide a comprehensive education. With a commitment to academic excellence and societal impact, the faculty prepares graduates for diverse careers in business and society.

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/chooserrhodes/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

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) All applicants should submit:

- 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 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 reserves the right not to proceed with the filling of the post. 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 or 046 603 8753.

Our best wishes to you in your application.

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