

ASSOCIATE PROFESSOR/ SENIOR LECTURER/LECTURER DEPARTMENT OF LAW

THE DEPARTMENT AND FACULTY:

MISSION AND VISION STATEMENT

The Faculty's vision is to be an academic centre that is respected nationally and internationally for its excellent teaching and research, and which seeks to play a productive role in the development of the Eastern Cape and Southern Africa.

In pursuit of its vision the Faculty's mission is to produce high-quality graduates who are capable of becoming leaders in legal practice, commerce, industry, politics or academia. Its aim is to conduct sound teaching and research and to promote community engagement. The Faculty is committed to the values entrenched in the Constitution of the Republic of South Africa and aims to promote justice, inclusivity and equity in our staff and students, so enabling them to become responsible, productive and ethical members of society.

The Faculty was established in 1905 and claims South Africa's first full-time Professor of Law. At present it is South Africa's smallest Faculty of Law, with sixteen full-time members of the academic staff and approximately 195 LLB students, 1023 Legal Theory students and 246 Commercial Law students.

The Faculty of Law is the smallest faculty at Rhodes and a single department faculty. Teaching and learning, community engagement and research form the pillars of the academic endeavour of the Faculty. Each of these activities is core to the overall Faculty (and University) Vision and Mission. The Faculty strives not only to have a reputation for excellent formative legal education and sound research, but also to impact upon the lives of ordinary people in the Eastern Cape Province.

The Faculty's administrative support is provided by a faculty manager and two additional administrative staff members. The branch library, the Alistair Kerr Law Library situated in the Faculty, is staffed by a librarian and a library assistant, forming part of the central university library staff component. The Law Clinic provides valuable learning opportunities for penultimate year LLB students who provide legal advice under supervision of qualified legal practitioners to indigent members of the community.

The Faculty offers all the courses required for the LLB. The LLB degree is offered in different streams; as a first bachelor's degree and as a second bachelor's degree. The majority of students at Rhodes University pursues the LLB as a second bachelor's degree after completing a first degree (BA, BSocSci, BCom, BSc) majoring in Legal Theory and another subject of their choice. The Faculty also offers LLM, PhD and LLD degrees.

The Faculty has a sound reputation for the quality of its graduates and is regarded among the top teaching law faculties in the country. Without detracting from any of its research and community

engagement, the Faculty sees teaching and learning as its primary core function. It strives, in the first place, to offer a sound basic, formative legal education in the form of an LLB degree and to complement this by offering LLM and PhD by research thesis. From a teaching and learning perspective, the Faculty's competitive advantage lies in the following:

- Quality teaching based on personalized attention.
- Meaningful exposure to legal practice in the Law Clinic.
The Faculty administration and teaching, including its Library services, are centered in the Law Faculty Building.
- Students have access to a well-resourced Library relative to our class sizes.
- Opportunities available to students for personal growth — tutoring; library assistantships; law clinic work; involvement in the legal activism society; law student leadership.
- Students have a strong sense of identity and belonging.

We have a reputation for producing graduates who show initiative, are good communicators and who have a sound knowledge of the law, an excellent grasp of legal principles, and some exposure to practical aspects during their education. Our graduates are known to have good social skills and are sought after in the law profession. Nearly all those graduates who seek employment are successful.

The Faculty's community engagement outreach centres around the Law Clinic and there are also opportunities for students to participate in extra-curricular activities. Our attitude is not to view community engagement as an add-on activity, but instead to integrate intra- and extra- curricular community engagement into the overall educational services that the Faculty provides. The Clinic activities are therefore part of the Faculty's core function. In this regard, we take a broader view of the recipients of such educational services. Our primary obligation remains to our students, and it involves not only educating them regarding the substance of the law, but also providing them with opportunities to hone the values that the Constitution enjoins legal practitioners to have. Our secondary obligation focuses on the Eastern Cape society and involves provision of legal services to indigent people in and around Makhanda and the paralegal training and support services for about 50 paralegal advice offices throughout the Eastern Cape Province. Working in the Law Clinic is integral to developing well-rounded graduates in that our students are not only exposed to practical scenarios, are able to make a meaningful difference to peoples' lives

ALASTAIR KERR LAW LIBRARY

The Law Library is centrally situated on the ground floor of the main building of the Faculty of Law. The library comprises an extensive collection of South African legal publications, some foreign and comparative legal materials. The library has extensive print and electronic holdings.

A thirty-station computer laboratory and wireless Internet facilities provide access to major electronic publications and to the internet. Printing and photocopier facilities are available in the library.

The library is equipped with numerous study cubicles, where students are encouraged to spend as much time as necessary.

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 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

Associate Professor

A PhD in Law with an LLB from a South African university, coupled with at least 7 years of relevant experience, with a focus in Commercial Law and/or the Law of Evidence.

Senior Lecturer

An LL.M, preferably with progress towards a Ph.D. if a Ph.D. has not yet been completed, with an LL.B from a South African university, coupled with 5 years of relevant experience with a focus in Commercial Law and/or the Law of Evidence.

Lecturer

At least an LL.M degree with an LL.B degree from a South African university and with some teaching, research interest, or experience in the fields of Commercial Law and/or the Law of Evidence.

For additional information on the requirements for the academic post at the academic levels, please refer to the Academic Role Profile.

It is essential that prospective candidates read the academic role profile, further particulars relating to this post, and ensure that all relevant documentation is submitted.

All academics are responsible for the dissemination of knowledge (teaching and learning), creation of knowledge (research), and community engagement, recognizing that there are differences in the execution of these responsibilities within the various departments and Faculties. Academics are also expected to assume 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 document submitted.

- (b) Based on 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. A question-and-answer session will follow this.
 - Panel interview process likely to take place after.
- (d) An employment check (checking of qualifications, checking of the 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.

Candidates should note that Rhodes University has introduced a Covid-19 vaccine mandate and that staff members are required to conform to the University's conditions in this regard.

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 Lesleigh Titus at the HR Division on 046 603 8971.

Our best wishes to you in your application.

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