FURTHER PARTICULARS RELATING TO THE POST OF LECTURER (nGAP) IN THE DEPARTMENT OF COMPUTER SCIENCE.

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

Incumbents are expected to develop an active research profile involving externally-funded research grants, peer-reviewed publications and postgraduate research students over the course of the nGAP period. Existing national and international collaborations will be considered an advantage. We are particularly keen to recruit candidates with an interest in, and potential for, collaborating with other members of the department and within the University.

The successful applicant is expected to participate in the day-to-day running and administration of the Department. Candidates must show potential to act in positions of responsibility such as course co-ordinator.

The candidate shall have:

JOB REQUIREMENTS
EDUCATIONAL QUALIFICATIONS AND EXPERIENCE
Lecturer
At least a Master's degree in a technical research field of Computer Science (security, machine learning, or high-performance computing). Preference will be given to candidates with a PhD or who have made significant progress towards completing a PhD in a technical research field (as above) of Computer Science.
Tutoring, facilitation, or conference presentation experience required. No teaching experience is required, but teaching experience in a technical area of Computer Science, including programming, will be an advantage.
No research supervision is required.
Emerging track record of research publication and/or conference presentations
Some administrative or management experience, albeit in informal contexts, e.g., student or sports clubs, work experience.

THE DEPARTMENT:

Computer Science was first established as a subject at Rhodes University in the Department of Applied Mathematics in 1970. By 1980 the subject had developed to the stage where a separate Department of Computer Science was created. The Department has continued to grow and flourish along with the development of the ICT industry. In the early 1990's members of the Department were instrumental in the introduction of the Internet to South Africa. The staff of the Department is an excellent team of dedicated teachers and highly productive researchers. Some staff members consult for leading ICT companies nationally and internationally. There is a vibrant research programme in the Department, with the majority of research studies conducted within the fields of Machine Learning, Image Processing, Data Analytics, Parallel Computing and Information Security, supported by both industry and government funding. There is a large group of postgraduate students at all levels. The Department is currently one of the leading technical Computer Science departments in South Africa.

The Department works closely with the Department of Information Systems; both Departments are housed in the state-of-the-art Hamilton Building, which further enhances the already strong collaboration between them. The Hamilton Building has an excellent ICT infrastructure including high-speed network facilities, modern servers and excellent office accommodation for staff as well as undergraduate and Honours labs. Postgraduate students from the two Departments are housed in a well-appointed space in the adjacent Struben building. The University also has unique financial planning systems in place to ensure that the computers used by staff and students are regularly updated ensuring that all members of the two Departments have access to the latest computer technology.

For more information, please contact:

(046) 603-8291

compsci@ru.ac.za

THE FACULTY:

The Faculty of Science is a grouping of 14 Departments and two associated research Institutes (Institute for Water Research, IWR; and the Institute for Environmental Biotechnology, EBRU).

The departments can be grouped into mainly four broad areas which are:

- The biological sciences (Botany, Human Kinetics & Ergonomics, Ichthyology & Fisheries Science, Zoology & Entomology, and Microbiology)
- The earth and environmental sciences (Environmental Science, Geography, and Geology)
- The chemical sciences (Chemistry, Biochemistry, and Biotechnology)
- The mathematical and physical sciences (Computer Science, Mathematics, Mathematical Statistics and Physics).

Although these groupings exist, the boundaries are not clearly defined, and some departments and staff are active within more than one group. Indeed, departments and staff in departments collaborate with colleagues from all the other faculties in teaching, research and community engagement. The Departments are mostly small with five to 10 staff and the total academic staff complement of the Faculty is 102. Our academic staff are well-qualified and more than 90% have a PhD. Our departments are well supported by technical staff. The Faculty is led by a full time Dean with the support of two part-time Deputy-Deans and a Faculty Officer.

The Dean and Administration Officer have offices in the Schonland Building in the garden of the Botany Department.

While we do not have a vision and mission statement, we believe that the Faculty of Science is:

- Learned, and characterised by learning and scholarship in all that we do;
- Fit for purpose;
- Characterised by collegiality (relating to or involving shared responsibility and power) and a real concern for the well-being and success of others;
- Forward looking.

The purpose of the Faculty of Science is:

- To educate, and through education help create the next generation of critical thinking, ethical scientists, researchers and citizens;
- To research, and through research answer important questions that advance knowledge and improve quality of life;
- Through education and research, promote transformation.

As a Faculty, our focus is firmly on Teaching & Learning and Research with Community Engagement cutting across our activities.

Access and Success

Students are admitted to the Faculty of Science based on their performance (APS) in school leaving examinations and a range of additional factors. When the APS is above 40 points, the additional factors play a lesser role, but for students with points between 35 and 40 we look very carefully at all of the socio-economic information that is available and make a decision. As a Faculty, we monitor success rates every year so that we can detect changes, highlight success and deal with problems. At first-year level important indicators are the average number of credits gained per student, the percentage of students passing fewer than 4 credits (the minimum needed to avoid exclusion) and the percentage passing 6 or more credits (at least 6 credits are required to move into second year). About 70% of students pass at least 6 courses in their first year. At the end of second year about 85% of students are in a position to complete the following year and in third year more than 80% of those who are expected to complete their degree do so. Of those who complete their degrees, about 70% do so in the minimum time.

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 (CHERTL) supports academics' professional development as teachers. A highly efficient Research and Innovation Office, led by the Deputy Vice-Chancellor: Research, Innovation and Strategic Partnerships, seeks to assist academics actively pursuing research interests. A well-functioning and committed administration supports 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
- 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 retirement 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).

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: People and Culture.

Living in Makhanda and working at Rhodes University offers several additional benefits:
- Small classes of motivated and, in some cases, exceptionally talented students
- A supportive environment within academic departments
- Reduced fuel bills
- Proximity to good schools where children can attend as day scholars:
  - https://www.ru.ac.za/jobs/chooserhodes/choosegog/schoolsingrahamstown/
  - https://www.ru.ac.za/jobs/chooserhodes/choosegog/pre-schoolsingrahamstown/
- Proximity to beautiful beaches
- Nearby nature reserves and wilderness areas
- Clean, fresh air and a healthy lifestyle
- A small city with many cultural and academic activities
- Generous parental leave benefits: https://www.ru.ac.za/jobs/chooserhodes/lifestyle/parentalbenefits/ .

THE SELECTION PROCESS:

(a)   For all applicants applying:
  - The submission of a standard university application form
  - A letter of motivation. Candidates are asked to outline their research, teaching as well as community engagement interests, and to explain how they see these in terms of complementing existing departmental expertise
  - Full Curriculum Vitae.

(b)   On the basis of the above information, candidates will be short-listed. Candidates will be advised of the outcome of this short-listing within 3 working days of the Selection Committee having met.

(c)   All short-listed candidates will undergo the following processes:
  - Referee reports will be solicited. This will be done shortly after the short-listing meeting. Referee reports will be due 2 working days before the Committee meets and sent out to all Committee members electronically before the interview. Candidates will be asked to please advise referees of this time-frame.

- The candidate will be expected to give a 15-minute presentation, on a topic (details TBC) relating to their current and future research interests on (TBC), to an audience comprising the selection committee and interested staff and students. This will be followed by a question-and-answer session of up to 10 minutes.
- Panel interview process. Each interview is likely to last up to one hour.
- An employment check 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.

All applications will be treated in strict confidence. The University may opt to appoint on a fixed-term contract of at least three years. The University reserves the right not to proceed with filling this post. An application in itself does not entitle the applicant to an interview. Please apply online by accessing the Rhodes University Website.

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.

If you have any further queries about the selection process, please do not hesitate to contact the HR Division hrrecruitment@ru.ac.za.

Our best wishes to you in your application.

Last updated: April 2025