



**RHODES UNIVERSITY**  
*Where leaders learn*

**FURTHER PARTICULARS  
RELATING TO THE POST OF  
ASSOCIATE PROFESSOR/  
SENIOR LECTURER IN THE  
RHODES BUSINESS SCHOOL**

**RHODES BUSINESS SCHOOL:**

At **Rhodes Business School**, our bold vision is clear: **To transform business for a sustainable world.** Our purpose is equally focused: **To educate and influence responsible business practice, responsibly.**

These commitments are embedded across our entire academic and operational model. We are internationally recognised as a thought leader in **Leadership for Sustainability**, anchored by our distinctive *Knowledge Wheel* and *4E Model* (Economy, Ethics, Ecology, Equity). Sustainability is not treated as a bolt-on, it is the very foundation of business thinking, decision-making, and leadership at Rhodes Business School.

Central to our philosophy is the development of leaders who demonstrate:

**1. Integrative Thinking**

We equip our graduates to navigate complexity, paradox, and competing demands — balancing short-term pressures with long-term sustainability goals. This includes applying **systems thinking** to address interconnected business, societal and environmental challenges and applying frameworks such as **double materiality** to evaluate financial and non-financial impacts holistically.

**2. Principled Leadership**

We develop leaders who are committed to ethical stewardship, accountability, and governance excellence. Our graduates are equipped to lead with integrity, making decisions that deliver sustainable business transformation, while recognising the broader responsibilities of leadership in today's rapidly evolving global economy.

**3. Engaged Citizenship**

We cultivate business leaders who recognise their responsibility to wider society. Through active stakeholder engagement, inclusive growth, and long-term value creation, our graduates contribute to building resilient communities and regenerative economies that serve both people and planet. This holistic approach produces graduates who are uniquely positioned to lead responsibly across private, public, and civil society sectors.

Our growing portfolio includes:

- The AMBA-accredited MBA (re-accredited in 2023; one of only a handful in Africa);
- The **Advanced Diploma in Business Analysis** (launched 2022), which has experienced significant growth through its fully online delivery mode;
- The **Postgraduate Diploma in Advancement and Resource Mobilisation** (launched 2024), a pioneering qualification addressing Africa's resource mobilisation and advancement capacity;
- A full suite of short courses and executive education programmes designed to meet sector-specific development needs.

Our **public impact and recognition** include:

- **Diamond ESG recognition by PMR Africa (2022)** — ranked #1 among South African business schools for Environmental, Social, and Governance leadership;
- Active contributions to public policy, corporate governance and business discourse across the continent;
- International partnerships and alignment with the **UN SDGs**, the **Globally Responsible Leadership Initiative (GRLI)**, and emerging global standards for responsible management education.

As a **small, agile and highly collaborative School**, Rhodes Business School offers both academic rigour and entrepreneurial flexibility, enabling innovation, agility, and rapid response to emerging societal needs. The appointee will join a passionate, forward-thinking team committed to advancing responsible business practice from an African base, while enjoying the rich intellectual environment of **Rhodes University** and the unique quality of life offered by **Makhanda (Grahamstown)**.

#### THE POST INCLUDING ROLES AND RESPONSIBILITIES:

The School invites applications for appointment at the Associate Professor and/or Senior Lecturer level (only one appointment may be made at the Associate Professor level). The successful candidate will be appointed to coordinate **either**:

- The **Postgraduate Diploma in Advancement and Resource Mobilisation** ([Programme Overview](#)), or
- The **Advanced Diploma in Business Analysis (Distance Delivered)** ([Programme Overview](#)).

Both programmes are delivered through Rhodes Business School's innovative postgraduate offerings, with strong growth trajectories. The Advanced Diploma in Business Analysis, launched in 2022, has experienced significant growth in student numbers. The Postgraduate Diploma in Advancement and Resource Mobilisation was launched in 2024, responding to national and continental capacity-building needs in the advancement sector.

The appointed candidate will be expected to teach, coordinate, grow, and professionalise the programme, extending delivery modes and positioning it as an eminent academic offering in its field.

#### Key Responsibilities:

##### 1. Teaching and Programme Leadership

Applicants must have an academic background in **Business Analysis** and/or **Advancement & Resource Mobilisation**. Depending on the appointed programme focus:

- **Business Analysis Focus**
  - Teach, coordinate, and grow the *Advanced Diploma in Business Analysis* (NQF 7), delivered fully online.
  - Lead the further development of the online learning platform.
  - Build and manage partnerships with industry and professional bodies.
  - Develop and deliver sector-relevant online short courses.
  - Prepare students for professional certification, including IIBA ECBA.
- **Advancement & Resource Mobilisation Focus**
  - Teach, coordinate, and grow the *Postgraduate Diploma in Advancement and Resource Mobilisation*.

- o Identify and engage external sector experts to contribute to teaching and curriculum development.
- o Align the programme with sector trends and professionalisation efforts across advancement, fundraising, alumni relations and resource mobilisation functions.
- o Contribute to other programmes (MBA, MCom) where integration and cross-cutting expertise are required.
- o Supervision expectations:
  - If the candidate holds a PhD: supervision of PhD, MBA, and MCom students.
  - If not: supervision of MBA and MCom students is required.

## **2. Academic Leadership**

- Contribute to academic leadership within the School's matrix structure, including:
  - o Marketing and student recruitment.
  - o Short course development and delivery.
  - o Online learning innovations.
  - o Research and thought leadership in the chosen field.
- Exercise leadership in curriculum development and quality assurance across all delivery modes (contact, blended, and distance), with distance delivery seen as a strategic priority.

## **3. Programme and Functional Coordination**

- Act as programme coordinator as determined by the Director.
- Lead executive education and short courses addressing sector needs in Business Analysis and/or Advancement and Resource Mobilisation.

## **4. Strategic and Administrative Contribution**

- Participate actively in School-level strategic initiatives.
- Provide administrative leadership in assigned portfolios and projects.

## **5. Industry Engagement**

- Build strong networks with relevant industry sectors, professional bodies, and institutional partners.
- Senior management and/or consulting experience in the public or private sector will be a strong advantage.

To reiterate, it is expected that irrespective of the academic focus chosen, the chosen candidate will have some supervisory responsibility at the MBA level, conceive and deliver executive and short course offerings that meet an industry/sector need and assume some strategic and administrative responsibility as identified by the School's Director. Consequently, management and/or consulting experience at a senior level, whether that be in the private or public sector, will be a distinct advantage.

## **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 in their professional development as teachers. A

highly efficient Research and Development Office, headed by the Deputy Vice-Chancellor: Research and Development, 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).

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. Rhodes Business School academics also have the opportunity to earn additional remuneration through short course offerings, which in reality is a requirement of the job.

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 SELECTION PROCESS:**

All applicants need to submit:

- The standard university application form. All applicants must complete a standard university application form and follow the clearly outlined selection process associated with that post. This information will be provided on the website address associated with the particular post.
- A letter of motivation. Candidates are asked to indicate their teaching interest in the post and their suitability for the post, bearing in mind that, as it is still a relatively small school, academics are required to fulfil a number of different responsibilities and roles which require flexibility and the ability to multitask and work under pressure. An acknowledgement of the applicant's response to this in the letter of motivation is required.

- Due to the growth imperatives of the School, applicants must also demonstrate how they themselves are entrepreneurial, from three perspectives: (1) How they will grow the academic programmes/offerings they will be responsible for (2) possible short course offerings (3) areas of possible collaboration with any of (or all of) other Rhodes University departments, industry and government).
- Full Curriculum Vitae in prescribed format.

The University reserves the right to check qualifications and the accuracy of any information supplied. Should it become apparent that the 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.

The application form must clearly indicate the academic level and the particular discipline for which you would like to be considered. The letter of motivation must also provide the following information:

- What you see as the key management education opportunities in your chosen discipline over the next five years
- Why you believe leadership for sustainability is an important business imperative for entrepreneurs
- How the programmes under your management could grow

The closing date for applications for this position is XXXXX. Short-listing will take place on XXXXX and short-listed candidates will be notified shortly thereafter. Interviews for short-listed candidates will be held during the course of XXXXXX. On the same day candidates will be required to give a 10-minute presentation to the selection committee on the following topic: “Leadership for sustainability: How my envisaged strategic role will contribute”, specifically ‘Programme Coordination for Business Analysis and/or Advancement & Resource Mobilisation’.

This will be followed by a 45-minute interview.

If you have any further queries about the selection process, please do not hesitate to contact the HR Division at [jobs-orange@ru.ac.za](mailto:jobs-orange@ru.ac.za).

For information on Rhodes Business School, visit [www.ru.ac.za/businessschool](http://www.ru.ac.za/businessschool)

Our best wishes to you in your application.

Last updated: 2025/06/16