RHODES UNIVERSITY
Where leaders learn

FURTHER PARTICULARS RELATING TO THE POST OF LECTURER/SENIOR LECTURER IN THE SCHOOL OF LANGUAGES AND LITERATURE (MASTER'S IN CREATIVE WRITING)

THE MACW COURSE

Founded in 2011, the MACW has proved to be a popular and effective writing programme. The broad aim of the course is to contribute to South African literature by teaching innovative writing – that is, writing that takes risks, that is experimental not for its own sake but as an accurate way of describing or mapping our world. This view of writing also determines our promotion of multilingualism and how we approach the selection of new students.

The MACW accepts students working in all forms of poetry, fiction and non-fiction. We promote reading and writing that challenges the boundaries of existing genres and literary modes, including flash fiction, prose poetry, comics, genre and hybrid fiction. To this end we specialise in path-breaking aesthetic forms of innovative and experimental literature from around the world as models for contemporary writing.

'Creative reading' is a central part of our teaching, and to this end we have gathered in both the Rhodes University library as well as our internal departmental library, an excellent collection of contemporary innovative and experimental literature. Our emphasis on reading contemporary fiction and poetry expands our students' forms of expression and teaches the necessity of reading for any creative writing endeavour.

The teachers in the MACW are all practising writers who embody a diversity of language and literary interests. We aim to meet and further develop any style, genre or sub-genre, from any cultural or language background that our students bring to the MACW.

The MACW has a combination of features which make it unique among university creative writing MA courses in South Africa:

Coursework. The MACW is built on a foundation of intensive coursework. Students are required to do 16 weeks of coursework, taught by practising writers. This fulfils several functions: it introduces students to different aesthetic viewpoints; it exposes them to a number of potential thesis supervisors; it challenges their literary assumptions; and it introduces them to a wide diversity of contemporary literature and the forms in which it is written.

Multilingualism. Kaaps and isiXhosa remain the focus of our multilingualism. Kaaps is an underrepresented language and the Assistant Course Coordinator must have extensive experience in teaching and supervision of Creative Writing in Kaaps at MA level and must be active in the broader representation of the language.

Individual attention. Students have five contact hours a week in small groups, plus a weekly one-to-one meeting with the course teachers or coordinator/s. During the coursework, students have a 2-hour seminar on Mondays and a feedback session on Fridays in groups of five or fewer. In between, on Tuesdays they participate in a Poetics Reading Seminar, and on Wednesdays in prose and poetry reading groups. (The above weekly cycle applies to full time students. Part time students follow a two-weekly cycle, taught online, via both written and audio interactive groups).

Emphasis on reading. Reading is central to the MACW. Students receive a comprehensive reading list of 200 books by writers from many different regions of geography, culture, imagination and aesthetics. The list is divided into 18 modules, and students are required to read 20 to 30 books during the year. Both part-time and full-time students join weekly reading groups in which students read supplementary texts aloud and discuss them. Our aim is for students to leave the course as self-motivated readers who know how and where to look for books to nourish their writing.

The MACW thesis. The book-length creative work, which constitutes 50% of the final mark, can be written and supervised in English, isiXhosa, Kaaps or Afrikaans, and can be a novella, part of a novel, a short story collection, short non-fiction or memoir, comics, or a collection of poetry. The diversity of teachers ensures that each student gets a supervisor who is in tune with his or her style and approach.

Structured reflection. Students are required to send in regular Reflective Journals which record their thoughts and creative discoveries, as well as more formal research writings in the form of seminar assignments, book reviews and short essays on their reading and writing. These journals form part of the 'theoretical' component of the MA, a cumulative edited version of which is submitted to external examiners. This portfolio accounts for 50% of the final mark.

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. 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 seek 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 transfer 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) 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);

- 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: People and Culture.

Living in Makhanda and working at Rhodes University offers a number of additional benefits:

- relatively small classes, in comparison to the sector;
- motivated and 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;
- nearby nature reserves and wilderness areas;
- a small city with big cultural and academic possibilities;
- generous parental leave benefits.

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

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.

The incumbent will work closely with the Section Head, fulfil the title of Assistant Course Coordinator, represent the MACW, share administrative load, assist in strategic decision making on administrative, pedagogical and creative matters.

The incumbent will assist the Section Head with most responsibilities and decision making, so as to fulfil the Section Head's management roles should they be unavailable; assist the Section Head to develop and continue the vision of the course; participate in all admin, budget monitoring, and teaching.

The incumbent must have a professional demeanour and a mild-mannered temperament suited to interact with a wide variety of people from different cultural and professional backgrounds.

ADMINISTRATION: DIRECT RESPONSIBILITIES 20%
Manage overall course implementation for both Full- and Part-time streams. This includes managing RUconnected for part-time students.

ADMINISTRATION: SHARED RESPONSIBILITIES WITH SECTION HEAD 30%

- Recruitment: Assisting senior lecturer in recruiting of new students incl. advertising, acceptance and rejection.
- Course profile: Maintaining the profile of the course within the university and the wider community.
- Liaising with Academic Admin + Dean: Assisting senior lecturer with submitting thesis abstracts and/or proposals, appointing supervisors, appointing examiners, submitting supervisor reports, attending faculty meetings.
- Curriculum and timetable: Assisting senior lecturer with conceiving and planning.
- Intensive weeks: Assisting senior lecturer with planning and managing the orientation and follow-up residential weeks with both part-time and full-time students.

TEACHING 40%

- Teaching of core modules: Sharing with senior lecturer the teaching of modules in editing/criticism, publishing, narrative & poetics, 'writers in the community' project.
- Teacher development: Assisting in facilitation of seminars and feedback groups, providing monitoring and feedback to teachers.
- Joint individual monitoring of student progress with Senior Lecturer once a week.
- Theses and dissertations: Assisting senior lecturer in monitoring student progress via regular student reflective journals, ensuring draft and final thesis submissions are up to standard and submitted on time.

RESEARCH 10%

Writing and publishing papers in peer-reviewed journals, and encouraging staff to do the same

JOB REQUIREMENTS	
EDUCATIONAL QUALIFICATIONS AND EXPERIENCE	
Lecturer	**Senior Lecturer**
A Master's in Creative Writing. Candidates will be expected to either complete or make reasonable progress towards a PhD in line with the targets and timeframes agreed with the HoD during their probation period, should they be appointed.	A PhD in Creative Writing.
Some teaching experience and/or teaching facilitation is required. The incumbent should be acquainted with online/blended teaching, testing, and marking, or be willing to acquire these skills immediately upon starting the job through workshop attendance or other developmental opportunities.	Considerable teaching experience at the undergraduate and postgraduate levels is required. The incumbent should be acquainted with online/blended teaching, testing, and marking, or be willing to acquire these skills immediately upon starting the job through workshop attendance or other developmental opportunities.
An ability to teach Creative Writing in either Kaaps or isi-Xhosa, and English is required.	Experience in teaching Creative Writing in either Kaaps or isi-Xhosa, and in English is required.
An ability to supervise postgraduate students in Creative Writing in either Kaaps or isi-Xhosa, and in English is required.	Research supervision experience at Master's degree level in Creative Writing in either Kaaps or isi-Xhosa, and in English is required.
Some evidence and experience in conducting research.	Emerging national profile in the discipline and a credible record of accredited, peer-reviewed publications or a record of creative research outputs (for example, poetry and fiction).
Some record of administration, management and/or leadership roles (leadership roles may be informal).	Track record of administration, management and/or leadership roles.

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 list of creative outputs.
- 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 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.
- At the shortlisting stage, candidates may be required to submit a portfolio of evidence.
- Candidate will be expected to give a presentation 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 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.

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 and of 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 People and Culture Division at hrrecruitment@ru.ac.za.

Our best wishes to you in your application.

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