



RHODES UNIVERSITY
Grahamstown • 6140 • South Africa

FURTHER PARTICULARS RELATING TO THE POST OF LECTURER IN THE ANTHROPOLOGY DEPARTMENT (3-YEAR CONTRACT POST)

THE DEPARTMENT

As one of the first Anthropology departments to be established at a university in South Africa, the Department of Anthropology at Rhodes University prides itself in offering internationally and nationally relevant curricula and producing top class students. Presently, the Department of Anthropology is a growing department in the Rhodes University Humanities Faculty, with student numbers at the undergraduate and postgraduate levels at around 300.

Currently the Department contributes to the discipline of anthropology across a range of fields and interests. The academic staff are also seriously committed to applying research and skills in the wider community and strives for excellence in fieldwork and teaching. Our staff and students contribute to productivity in a collegial environment.

The Department welcomes innovative and exciting approaches to anthropology and its relevance within contemporary South Africa and beyond. The position offers an opportunity to contribute to reshaping a decolonised vision of anthropological pedagogy, theory and research practice.

THE FACULTY:

The **Faculty of Humanities** is by far the largest Faculty at Rhodes University.

Comprising 11 Academic departments, 2 Schools and 10 affiliated institutes/centres and units, the Faculty is largely responsible for growth in student numbers at Rhodes over the past few years. Out of **8118** students currently registered at Rhodes university for the 2022 academic year, **3380** of those are registered in the Humanities Faculty. **2758** are undergraduate students and **622** are postgraduate students (statistics as at 23 June 2022).

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 - an education for life and an education which is formative for almost any career choice. A liberal arts education 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. It is an education that introduces

students to the formative moments of their histories, their societies and their identities. It allows students to enjoy the worlds of music and drama and literature and languages.

It opens worlds. It provides an education and not training. As such it provides students with the critical skills and characteristics which are so important for our individual and national development. All of the above may be combined with degrees or courses which are more immediately career oriented than the liberal arts education. Specialised degrees in Journalism or Fine Art or Music are offered, but all within the context of a broader rather than a technical education.

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).
- Generous parental leave benefits, see: <https://www.ru.ac.za/jobs/chooserhodes/lifestyle/parentalbenefits/>

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:

- supportive environment within the academic department;
- proximity to good schools see: <https://www.ru.ac.za/jobs/chooserhodes/choosegog/schoolsingrahamstown/>
<https://www.ru.ac.za/jobs/chooserhodes/choosegog/pre-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;

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

Requirements

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE
A Masters in Physical Anthropology/Archaeology or closely related field, preferably with substantial progress towards completing a PhD which would need to be obtained as part of the probation requirements.
Tutoring, practical facilitation and some teaching experience required.
Ability to teach and research in some or all of the following disciplinary areas: Biological Anthropology, palaeoanthropology/paleoecology and forensic anthropology. Experience of teaching quantitative research methods is highly desirable.
Research supervision at Hons, Masters and PhD level as per qualification will be required once in the job. Candidates with supervision experience would be at an advantage.
Anthropologist with interdisciplinary work in the sciences and humanities area will be an advantage.
Approaches to teaching & learning and research, which encumbers in engagement with communities will be an advantage.
Track record of administration, management and/or leadership roles (leadership roles may be informal)

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 above. 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 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.

- Candidate will be expected to give a 15-minute 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.

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 the HR Division at jobs-red@ru.ac.za or 046 603 8001/7036.

Our best wishes to you in your application.

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