



RHODES UNIVERSITY
Grahamstown • 6140 • South Africa

FURTHER PARTICULARS RELATING TO THE POST OF PROFESSOR/ASSOCIATE PROFESSOR/SENIOR LECTURER IN THE DEPARTMENT OF ZOOLOGY AND ENTOMOLOGY

THE DEPARTMENT

The Department of Zoology and Entomology was established in 1905 and is a leading African academic institution with strengths in Marine Biology, African Vertebrate Biology and Entomology. The department comprises 9 academics and numerous research officers and associates, and it hosts a SARCHI Chair in Applied Agricultural Entomology and the Centre for Biological Control. The department has a long and prestigious history in graduating postgraduate students and producing high quality research publications, and the academic staff enjoy considerable international recognition for their research.

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. Go to [People](#) for further details on the Faculty leadership team.

The Dean and Administration Officer have offices in the Schönland 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.

Further information on the Faculty can be found here:

<https://www.ru.ac.za/facultyofscience/>

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).

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: <https://www.ru.ac.za/jobs/chooserrhodes/choosegog/schoolsingrahamstown/>
<https://www.ru.ac.za/jobs/chooserrhodes/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;
- generous parental leave benefits, see:
<https://www.ru.ac.za/jobs/chooserrhodes/lifestyle/parentalbenefits/>

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

The Department seeks to appoint a suitable candidate with research expertise in general or applied entomology (excluding paleontology, biocontrol, and agricultural entomology) to Senior Lecturer, Associate Professor or Professor level as a five year replacement for the SARChI in Entomology. The successful candidate should have at least a PhD in an entomological topic and have experience in lecturing in some of the following disciplinary areas related to entomology: general entomology, ecophysiology, insect diversity, insect form and function, apiculture, forensic entomology, parasitology, medical veterinary entomology, conservation, and pest management. Candidates must have commensurate track records in research, supervision of postgraduate students, and administration.

Requirements

<i>JOB REQUIREMENTS</i>		
EDUCATIONAL QUALIFICATIONS AND EXPERIENCE		
Senior Lecturer	Associate Professor	Professor
At least a PhD in an entomological topic		
Teaching experience at the undergraduate and post graduate levels required.	Considerable teaching experience at the undergraduate and post graduate levels.	Extensive teaching experience at the undergraduate and post graduate levels.
Experience in teaching some topics related to: general entomology, ecophysiology, insect diversity, insect form and function, apiculture, forensic entomology, parasitology, medical veterinary entomology, conservation, and pest management Experience in research in general or applied entomological topics.		
Research supervision of at least Masters' degrees required.	Research supervision of Masters and preferably PhD degrees.	
Emerging national profile in discipline.	National and emerging international profile in discipline.	International profile in discipline.
Track record of research publication.		
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 and 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 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.
 - Candidates will be expected to give a presentation to an audience comprising the selection committee and/or members of the Department. This will be followed by a question-and-answer session.
 - A panel-interview process will take place shortly after.
- (d) An employment check (checking of qualifications, research record, 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 the information provided has been fabricated or deliberately altered, the applicant will forfeit their application.

Rhodes University has a vaccination mandate as part of its Conditions of Service. The implementation of the vaccine mandate has been held in abeyance from 01 January 2023. Should the COVID-19 situation change in a way that the number of cases of COVID-19 pose a threat to the University, the implementation of the Vaccine Mandate will be re-activated, and all staff would be required to be fully vaccinated.

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. 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 hrrecruitment@ru.ac.za or 046 603 8043/8114.

Our best wishes to you in your application.

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