RHODES UNIVERSITY
Where leaders learn

FURTHER PARTICULARS RELATING TO THE POST OF LECTURER/SENIOR LECTURER IN THE DEPARTMENT OF PSYCHOLOGY

THE DEPARTMENT

The Department of Psychology offers a range of courses embracing a wide curriculum representing major thrusts of contemporary psychology. The Department has a commitment to scholarship, academic freedom, dialogue, critical debate, academic rigour and enquiry, and integrity. The department emphasises experiential, active and collaborative learning and a vision of research where theoretical and applied methods are highly valued.

Information about the department, its various offerings and research initiatives can be obtained on our website: https://www.ru.ac.za/psychology/

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 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).

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/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;
  generous parental leave benefits, see:
  https://www.ru.ac.za/jobs/chooserhodes/lifestyle/parentalbenefits/

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

Requirements

JOB REQUIREMENTS	
EDUCATIONAL QUALIFICATIONS AND EXPERIENCE	
Lecturer	**Senior Lecturer**
At least a Master's degree in Clinical Psychology, with a commitment to register and nearing PhD completion within the probationary period. In addition, registration as a clinical psychologist with the HPCSA is required.	A PhD in Psychology or cognate disciplines and registration with the HPCSA as a clinical psychologist.
Three years of practice experience registered as a clinical psychologist with the HPCSA and case supervision experience is advantageous.	
Some teaching experience is required. You should be acquainted with online/ blended teaching, testing, and marking or be willing to immediately acquire these skills through workshop attendance or other developmental opportunities once you are in the job.	Teaching experience at the undergraduate and postgraduate levels is required.
Ability to teach and interest in any of the following areas is required: ● Adult and/or child psychopathology, assessment and intervention ● Public Mental Health and or Professional Identity	Teaching experience and interest in any of the following areas is required: ● Adult and/or child psychopathology, assessment and intervention ● Public Mental Health and or Professional Identity
Multilingualism in teaching and case supervision is a distinct advantage.	
The ability to supervise postgraduate students as research supervisor at Hons, Master's and PhD levels as per qualification will be required once in the job.	Research supervision of at least Master's degrees to completion required.
It would be an advantage for candidates to be able to do clinical supervision once appointed to the job. However, candidates will be expected to do so within a reasonable timeframe following their appointment.	Candidates will be expected to do clinical supervision once appointed to the job.
Some evidence and experience in conducting research.	Emerging national profile in the discipline (Good to satisfactory research track record).
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 or tutoring or facilitation experience.
  - The level you are applying for, your interest in the post and suitability in light of the requirements.
  - Proof of registration with the HPCSA as a Clinical Psychologist.

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

Our best wishes to you in your application.

Last updated: December 2024