

## FURTHER PARTICULARS RELATING TO THE POST OF LECTURER IN THE SCHOOL OF JOURNALISM AND MEDIA STUDIES

### **THE SCHOOL**

Rhodes University School of Journalism and Media Studies (JMS), which celebrated its 50th anniversary in 2022, is internationally renowned as Africa's pre-eminent media education institution and one of the finest in the world. This success is due to our strong research record, our holistic approach to teaching, our involvement in the local Makhanda communities and our associations and links with media organizations.

#### **Research**

Our School has attracted funding from the Mellon Foundation, SANPAD, OSF, OSISA, NRF, MTN, Discovery Health and others, for research in digital media; mobile communications; media freedom; health journalism; youth, media and democracy; media and citizenship; media and decoloniality; media management; and media sustainability.

#### **Teaching**

Our holistic approach to teaching combines media theory with hands-on application, imparting insight, knowledge and world-class skill sets. This integration of intellectual study and media production produces graduates who have the technical abilities to contribute to the media industries and also apply their minds to the bigger picture of the constantly developing role that media plays in society. JMS graduates develop both critical thinking and superb technical prowess. It is no wonder then that some of Africa's most respected media scholars and industry practitioners are JMS alumni, working in and out of newsrooms and institutions around the world, from major publications and respected broadcasters to start-ups and new forms of digital media production.

For more information on the School, please visit: <https://www.ru.ac.za/jms/about/theschool/>

#### **Grocott's Mail**

Grocott's Mail is one of South Africa's oldest, independent newspapers. It was acquired by the University in 2004 as a vehicle for experiential journalism education for students. It serves a dual purpose as a vibrant newspaper for the Makana community and a live newsroom in which students are educated as journalists. It is fully located within the School, has a newsroom in the Africa Media Matrix and is staffed by JMS lecturers and students. The newsroom functioning and procedures are integrated into the teaching that happens at third year, fourth year and in the postgraduate diploma in Journalism and Media Studies. Grocott's has a weekly pdf edition distributed by email and WhatsApp, it has a vibrant Facebook presence (Facebook is a major vehicle for communication in this area). In addition to teaching and research the lecturers in the writing and editing section of the School take on the editorial roles within the newspaper. This post would entail taking on the role of News, Features and Sports Editor of the newspaper and directing the content strategy for Grocott's.

### **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:**

The overall purpose of the position is to contribute to the academic project of the School of Journalism and Media Studies (JMS) as set out in its vision statement. Participate in producing self-reflexive graduates and media workers whose practice is probing, imaginative, civic-minded and outspoken. To contribute to the fields of knowledge and the social environment in which the school is based.

As part of this work, take responsibility for disseminating knowledge (teaching and learning), creating knowledge (research), and contributing to community engagement. Academics are also expected to assume administrative, management, and/or leadership duties at the departmental, faculty, and/or university levels.

## Requirements

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE REQUIREMENTS
<b>Lecturer</b>
A MA in Journalism Studies, Media Studies, Communications Studies or a related field, preferably with progress made towards a PhD, plus at least five years of experience as a Practitioner in a print and/or digital news environment.
Some teaching and/or teaching facilitation experience is an advantage. The incumbent should preferably be acquainted with online/blended teaching, testing, and marking or be willing to acquire these skills immediately once in the job.
Ability to teach in some of the following disciplinary areas is required: Various aspects of journalism practice (beat journalism, investigative journalism, arts journalism, sports journalism, etc.), journalism studies, media studies, and communication studies.
Some experience in mentorship and/or supervision of postgraduate students would be an advantage.
Some evidence and experience in conducting research. Evidence of accredited published outputs would be an advantage.
Some record of administration, management and/or leadership roles (leadership roles may be informal).

Please refer to the Academic Role Profile document for further information.

### 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 document 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 HR Division at [hrrcruitment@ru.ac.za](mailto:hrrcruitment@ru.ac.za) or 046 603 8001.

Our best wishes to you in your application.

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