Associate Professor x1
Department of Civil Engineering
Faculty of Engineering and the Built Environment
Post Level: 06
Ref: 25/ 632B

The Department of Civil Engineering has a permanent position for an Associate Professor in Civil Engineering with a research specialization in Structural Engineering/Transportation Engineering/ Geotechnical Engineering/ Water Engineering.

INSTRUCTIONS: Applicants are required to submit, together with the CVs, a fully completed standardized application form available from the university intranet, as well as recently certified copies of qualifications and Identity Document. Failure to comply with this instruction will disqualify the candidate. Candidates may be subjected to appropriate psychometric testing and other selection instruments.

Critical Performance Areas
- To present lectures and assessments of students in related subjects in undergraduate to postgraduate programs.
- Lead quality teaching and learning with technology such as comfortable use of the Learning Management Systems (LMS).
- Lead subject curriculum development and subject curriculum development and/or implementation committees.
- Responsible for and provide leadership in compiling and maintaining quality study guides, laboratory guides, subject files and other Teaching and Learning material.
- Responsible for administrative tasks related to research, innovation, teaching and learning activities.
- Lead departmental, faculty and institutional initiatives in collaboration with Technology Stations, Centres, Institutes and Research Niche Areas.
- Lead institutional research and innovation projects.
- Liaise with industry on course and subject levels regarding curricula, visits, research and other interactions.
- Lead the development and presentation of Short Learning Programmes (SLPs) to assist the industry with skills and development needs.
- To be actively involved in the research activities of the department and provide strategic research leadership.
- Lead national and international research and innovation activities.
- Responsible for independent research and innovation projects and associated funding.
- Participate in research and innovation activities at the Technology Stations, Centres, Institutes and Research Niche Areas.
- Teach and supervise postgraduate students at all levels.
- Produce at least two research and innovation units per year.

Minimum Requirement
1. **Academic qualifications:**
   - Doctorate Degree in Civil Engineering (NQF Level 10), with a research specialization in Structural Engineering/Transportation Engineering/ Geotechnical Engineering/ Water Engineering.

2. **Experience:**
   - 5 years relevant experience at Senior Lecturer level and compliance with the policy on Academic appointments and or promotions.
   - Record of accomplishment of successful supervision of postgraduate students at least at Doctorate Level.
   - Evidence in leading research activities in the field of Civil Engineering.

   - Evidence of proven record accomplishment of scholarly research outputs in accredited journals and peer-reviewed conferences.

- Evidence of attracting external funding for research and innovation projects.
- Evidence of National Research Foundation (NRF) rating in an appropriate research rating category or ability to be NRF Ratable.
- Evidence of industry liaison and involvement in Centres, Institutes and Technology Stations, will be an advantage.
- Evidence in contributing to the development of new curriculum in HEIs environment.
- Evidence of Experience with impactful Community Engagement activities.

3. **Knowledge and Skills**
   - Strong knowledge of Civil Engineering principles, standards, and best practices.
   - Proficiency in design, analysis, and project management of civil infrastructure projects (roads,
     bridges, water, stormwater, sewerage, structural works, etc.).
   - Familiarity with construction methods, materials, and specifications.
   - Ability to interpret and prepare engineering drawings, specifications, and technical reports.
   - Competence in engineering software such as AutoCAD, Civil 3D, and/or other relevant design
     tools.
   - Knowledge of local and international building codes, regulations, and safety standards.
   - Strong problem-solving and analytical skills, with the ability to apply engineering judgment.
   - Excellent communication skills for liaising with clients, contractors, and multidisciplinary teams.
   - Project planning, scheduling, and cost-control skills.
   - Ability to work independently and as part of a team under pressure.
   - Knowledge of environmental, geotechnical, and hydrological considerations in Civil Engineering
     projects.
   - Commitment to quality assurance and continuous professional development.

4. **Registration with professional body:**
   - Registration with ECSA in an appropriate Professional Category is advantageous.
   - Holding valid and relevant membership of at least one recognized voluntary associations/societies is advantageous.

Send your CV to: recruitment2@tut.ac.za

Please ensure that the relevant score sheet below, (Associate Professor) is completed and submitted with your application. Your application will be incomplete without it.

Enquiries: Prof Jacques Snyman
Tel: 012 382 5225
Closing Date: 29 March 2026

NB: If we have not responded within a month from the closing date, you should regard your application as unsuccessful. Correspondence will only be entered into with short-listed candidates. The University reserves the right not to make an appointment. It is the intention of this the University to promote representativity in respect of race, gender, and disability through the filling of post.

SCORESHEET GUIDELINE FOR THE APPOINTMENT AND PROMOTION OF SENIOR LECTURERS, ASSOCIATE PROFESSORS AND PROFESSORS

	CATEGORY	Upper Limit	Candidate Score
1	**QUALIFICATIONS**	**25**	
	A doctoral degree in the relevant field of study or a relevant master's degree and a professional designation approved by the Senate (20 points)	20	
	An additional formal teaching qualification (5 points)	5	
2	**PROFESSIONAL MEMBERSHIP**	**2**	
	Membership: Professional Associations/Professional Boards/Councils, etc. (1 point per membership)	2	
3	**TEACHING, LEARNING AND ASSESSMENT**	**23**	
	Evidence of compliance with myTUTor university guidelines for laboratory, studio, practical and teaching over the past five years accompanied by a narrative report aligned with Annexure A(1-4 = unacceptable, 5-6 = meet minimum requirements, 7-10 = exceed minimum requirements).	10	
	Evidence of continuous improvement, updated laboratory, studio, practical and study -guides (where applicable), interventions and curriculum development over the past five years accompanied by a narrative report aligned with Annexure A (1-4 = unacceptable, 5-6 = meet minimum requirements, 7-10 = exceed minimum requirements).	10	
	Subject Head/Coordinator (1 point) Course /Qualification Coordinator (2 points)	3	
14	**ACADEMIC CITIZENSHIP AND PROFESSIONAL ENGAGEMENT**	**5**	
	- External examination of a research thesis (0.25 point per examination) - External moderation (0.25 point per examination) - Internal & External Programme Reviews (1 point per review) - Member of external Boards/ Councils/ Panels linked to academic activities (1 point per membership) - Participation in university committees that are not compulsory to your level or position (1 point per committee} - Journal reviews (0.25 point per review) - Chairs or organisers of DHET accredited conference (1 point)		

	For this category, only evidence during the past eight years is considered, and a maximum of five points is awarded.		
5	**RESEARCH, INNOVATION AND SUPERVISION OUTPUTS**	**No upper limit**	
	DHET-accredited journal publications produced over the past eight years[(see note1)] (no time limit for L-SL) • First author: 1.5 points x number of outputs • Co-author: 1 point x number of outputs	No upper limit	
	DHET-accredited conference proceedings produced over the past eight years[(see note1)] (no time limit for L-SL): • Primary author: 0.5 x number of outputs • Co-author: 0.5 x number of outputs	No upper limit	
	DHET-accredited research books and book chapters over he past eight years[(see note1)] (no time limit for L-SL): • First author: 1.5 points x DHET units assigned • Co-author: 1 point x DHET units assigned	No upper limit	
	Creative Outputs over the past eight years[(seenote1)] (no time limit for L-SL) • First author: 1.5 points x DHET units assigned • Co-author: 1 point x DHET units assigned	No upper limit	
	Patents: 1 x number of patents	No upper limit	
	Verified Scopus/Google Scholar h-index (this provides a longitudinal measure of research performance over a person's entire career): 0.5 x index	No upper limit	
	Evidence of research scholarship during the past eight years[(see note1)] (no time limit for L-SL) • Editor (5 points per number) or member of editorial board (2 point) • Co-editor/Associate Editor of the accredited journal (3 points per number) • National standing (e.g. serves on national research bodies, such as NRF, CHE, DHET and statutory body review panels) (1 point per number) • International standing (e.g. serves on international research bodies) (2 points per number)	10	
	NRF Rating (A= 10, B = 7, C= 5, L, P or Y = 2)	10	
	Number of master's students supervised/co-supervised and completed over the past eight years[(see note1)] (no time limit for senior lecturer applicants) (1 point per student)	No upper limit	
	Number of doctoral students supervised/co-supervised and completed over the past eight years[(see note1)] (2 points per student)	No upper limit	
6	**COMMUNITY, INDUSTRY AND SERVICE**	**10**	
	Participation in community projects during the past five years [(see note1)] (2 points per project impacting communities at risk directly, 1 point per project linked to professions, 1	10	

	point per project linked to industry)		
7	**GRANTS AND AWARDS**	**No upper limit**	
	Awards/prizes during the past eight years[see note1] (1 point per5 award/prize/grant)		
	Average value of grants during the past eight years[see note 1] (1 point for multiples of R50 000 of the average)	No upper limit	

	Minimum scores required in each category per post level {Note that cumulative maximum scores used for ranking candidates is not capped)	
1	**QUALIFICATIONS**	
	Senior Lecturer/ Associate Professor/ Professor	**20**
2	**PROFESSIONAL MEMBERSHIP**	
	Senior Lecturer Associate Professor/ Professor (sub-minimum applies only where qualification is regulated by a Statutory Body in fields such as Engineering, Health Sciences, Architecture, Building Sciences, Accounting)	**1**
3	**TEACHING, ASSESSMENT AND ACADEMIC MANAGEMENT**	
	Senior Lecturer/ Associate Professor/ Professor	**15**
4	**ACADEMIC CITIZENSHIP AND PROFESSIONAL ENGAGEMENT**	
	Senior Lecturer	**2**
	Associate Professor/ Professor	3
5	**RESEARCH, INNOVATION AND SUPERVISION OUTPUTS**	
	Senior Lecturer	**10**
	Associate Professor	**30**
	Professor	**60**
6	**COMMUNITY, INDUSTRY AND PROFESSIONAL ENGAGEMENT**	
	Senior Lecturer/ Associate Professor/ Professor	**3**
7	**GRANTS AND AWARDS**	
	Senior Lecturer	**1**
	Associate Professor	**3**
	Professor	**5**

Note 1: The *maximum* of eight years **or** from date of appointment if the period exceeds eight years and if never promoted **or** from date of last promotion if the period exceeds eight years.

Women and people with disabilities are encouraged to apply.