



Tshwane University
of Technology
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VACANCY BULLETIN

Full Professor

Department of Civil Engineering
Faculty of Engineering and the Built Environment

Post level: 05

Ref: 25/ 631B

The Department of Civil Engineering has a permanent position for a Full Professor in the field of *Civil Engineering* at the Pretoria Campus.

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.

Key performance areas/Core functions:

- Presenting lectures and assessing students in Civil Engineering subjects
- Be responsible for administrative tasks related to teaching and learning.
- Ensuring that the capturing of marks is done (*< 10 working days after date of evaluation*)
- Involvement in Departmental or individual community projects.
- Industrial research, including accredited articles and peer-reviewed conference papers.
- Updating of the electronic base system of the Faculty like D2L-Brightspace, SharePoint and TUT4life.
- Assist with new curriculum development in terms of the HEQSF.
- Lead research activities of the department especially in the field of *Civil Engineering*
- Lead quality teaching and learning with technology.
- Lead subject and curriculum committees.
- Responsible for, and provide leadership in, compiling and maintaining quality study guides, laboratory guides, subject files and other Teaching and Learning material.
- Participate in, and lead departmental, faculty and institutional initiatives in collaboration with Technology Stations, Centres, Institutes and Research Niche Areas.
- Liaise with industry on course and subject levels regarding curricula, visits, research and other interactions.
- Responsible for independent research and innovation projects and associated funding.

Minimum Requirement

1. Academic qualifications:

- Doctorate Degree in Civil Engineering (NQF Level 10), with specialisation in any of the following fields: Geotechnical Engineering, Structural Engineering, Water Engineering, Transportation Engineering.

2. Experience:

- 5 years relevant experience at Associate Professor level and compliance with the policy on Academic appointments and or promotions.
- Experience with regards to management of academic matters, quality of programmes, student affairs and research projects.



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- Experience in research and postgraduate supervision.
 - Industry liaison and involvement in the development of new curricula.
 - Experience in leading research chairs, Niche Areas and Centres.
- 3. Registration with a professional body (if applicable):**
Registration with ECSA is highly recommended.

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

(Please complete the scoresheet below for Professor and submit with your application)

Enquiries: Prof Jacques Snyman

Tel: 012 382 5225

Closing Date: 03 May 2026

If we have not responded within a month of the closing date, you should regard your application as unsuccessful. Correspondence will be entered into only with short-listed candidates. The University reserves the right not to make an appointment. Candidates will be required to undergo psychometric tests and any other simulation interventions. Candidates are also required to complete the application form for employment. The application is available on the University's website, share point, and the University's intranet.



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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	
	<ul style="list-style-type: none"> - 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) 		

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	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) <ul style="list-style-type: none"> • 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): <ul style="list-style-type: none"> • 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 the past eight years ^(see note1) (no time limit for L-SL): <ul style="list-style-type: none"> • 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 ^(see note1) (no time limit for L-SL) <ul style="list-style-type: none"> • 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) <ul style="list-style-type: none"> • 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 <u>per project</u> impacting communities at risk directly, 1 point <u>per project</u> linked to professions, 1	10	

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	point per project linked to industry)		
7	GRANTS AND AWARDS	No upper limit	
	Awards/prizes during the past eight years ^(see note 1) (1 point per 5 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.

