



**Tshwane University
of Technology**

We empower people

VACANCY BULLETIN

SENIOR LECTURER

**DEPARTMENT OF MANAGEMENT & ENTREPRENEURSHIP
FACULTY OF MANAGEMENT SCIENCES**

**POST LEVEL 07
PRETORIA WEST CAMPUS**

**REF: 26/M25B
OFO NUMBER: 231101**

The Department of Management & Entrepreneurship in the Faculty of Management Sciences has a Senior Lecturer position available at the Pretoria West Campus.

Critical Performance Areas

1. Teaching and Learning

- Develop and deliver lectures and seminars in Business Advising, Research Methodology and Entrepreneurship (in practice) as required, from first-year (NQF level 5) to Postgraduate Diploma (NQF level 8), ensuring that the content is current with the latest developments in the field.
- Design and implement innovative teaching strategies to enhance student learning and engagement.
- Supervise and mentor students in their academic studies, projects, and in preparation for examinations.
- Assessment and evaluation of student work to maintain high academic standards.
- Incorporate modern teaching platforms (e.g., myTUTor), design software, and digital tools into teaching practices.
- Capturing and processing of marks and all administrative tasks relating to teaching, learning, and postgraduate supervision.

2. Curriculum Development

- Develop and revise curriculum offerings to reflect the current state and advancements in Business Advising and Entrepreneurship (in practice).
- Integrate practical and theoretical aspects of Business Advising and Entrepreneurship (in practice) into the curriculum to provide students with a comprehensive education.
- Collaborate with colleagues in the continuous improvement of teaching resources and curriculum planning.

Employees from designated groups are encouraged.

3. Research

- Engage in scholarly research activities leading to publication in peer-reviewed journals.
- Secure funding for research projects through grant writing and collaborations with industry and other academic institutions.
- Supervise postgraduate, master's and doctoral research, providing expertise and guidance.
- Contribute to the advancement of the field through innovative, high-quality research.

4. Academic Leadership and Service

- Participate in the department's administration and governance, such as attending faculty meetings, serving on committees, and providing input on departmental decisions.
- Mentor junior faculty members and contribute to their professional development. Engage with the broader academic and professional community through seminars, workshops, and conferences.
- Supervise special programmes as may be assigned by the Head of Department.

5. Industry Collaboration

- Establish relationships with industry partners to facilitate cooperative research, internships, and student placement opportunities.
- Stay updated with industry trends to ensure the academic program maintains relevance and provides students with employable skills.
- Develop projects and case studies that reflect real-world challenges and require practical solutions.

6. Student Advisement and Support

- Provide academic advising and career guidance to students within the department.
- Promote a supportive and inclusive educational environment that addresses the needs of a diverse student body.
- Implement student retention strategies and actively contribute to efforts aimed at increasing graduation rates.



VACANCY BULLETIN

**Tshwane University
of Technology**

We empower people

Minimum Requirements

1. Academic Qualifications:

- A Doctoral degree (NQF level 10) in Management, Business Administration, or Entrepreneurship is required.

2. Experience:

- NQF level 10
- Post-doctoral Research Degree / Doctorate plus
- 3 years relevant experience at Lecturer level

3. Professional Registration:

- Being a member of a professional body will be an added advantage.

Send your CV to: Recruitment4@tut.ac.za

Enquiries: Prof T Kele (012) 382-3048

Closing date: 29 March 2026

(Include copies of your academic transcript)

INSTRUCTIONS: Applicants must submit a standardised application form from the university intranet with their CVs, recently certified copies of qualifications, and an Identity Document. Failure to comply with this instruction will result in the disqualification of the candidate. Candidates may also be expected to make a presentation or undergo competency testing.

You should consider your application unsuccessful if we have not responded within one month of the closing date. Correspondence will be entered into only with short-listed candidates. The University reserves the right not to make an appointment. The university intends to promote representatively in respect of race, gender, and disability through the filling of these posts. Preferences will be given to candidates from the designated groups.

Employees from designated groups are encouraged.

NB: PLEASE COMPLETE THE ATTACHED SCORESHEET BY PROVIDING DOCUMENTARY EVIDENCE FOR EACH RATING YOU GIVE YOURSELF. PLEASE EMBED/ATTACH THE EVIDENCE ON THE SCORESHEET.

ADDENDUM B

GUIDELINE SCORE SHEET FOR PROMOTION TO SENIOR LECTURER

This score sheet can be used as a **guideline** to determine whether a person has the potential to be considered for a Senior Lecturer position. A minimum of 50% is required in categories 3, 4, and 5. A candidate with a total score of 50 points out of a possible 84 points can be considered for promotion to senior lecturer.

	CATEGORY	Weights	Maximum score	Score
1	Qualifications		4	
	A doctoral degree in the relevant field of study or a master's degree and chartership as approved by the Senate	3	3	
	Formal teaching qualification	1	1	
2	PROFESSIONAL		1	
	Membership: Academic/research association/ETQA, professional board/council (1 point per membership to a maximum of 3)	1 x 1	1	
3	TEACHING, ASSESSMENT AND MANAGEMENT/LEADERSHIP		37	
	Teaching (1 point per subject)	1 x 10	10	
	Curriculum development (1 point per subject)	1 x 4	4	
	External examiner or moderator for HEI (1 point per subject)	1 x 5	5	
	Marker/examiner/moderator for professional bodies/exam committees (1 point per exam)	1 x 4	4	
	Course /qualification coordinator (2 points per course/qualification)	2 x 2	4	
	Subject head/coordinator (1 point per subject)	1 x 5	5	
	Section head (3 points) / HOD (5 points)	1 x 5	5	
4	RESEARCH AND INNOVATION OUTPUTS		35	



VACANCY BULLETIN

**Tshwane University
of Technology**

We empower people

	Accredited journal articles as subsidised by DHET (3 points per article) co-author/ author	3 x 4	12	
	Non-accredited, peer-reviewed journal articles (1 point per article)	1 x 3	3	
	Conference proceedings and/or presentations at conferences (1 point per paper to a maximum of 5)	1 x 5	5	
	Other (artistic and innovation outputs, patents, books/chapters, etc.) (1 point per output)	1 x 5	5	
	Supervised/co-supervised master's/doctorate (2 points per student)	2 x 4	8	
	Assessor/examiner: master's/doctorate (2 points per assessment)	1 x 2	2	
5	COMMUNITY ENGAGEMENT		5	
	Participation in community projects (1 point per project) and/or industry involvement	1 x 5	5	
6	GRANTS AND AWARDS		2	
	Awards/prizes/grants (1 point per award/prize/grant)	1 x 2	2	
	Total		84	

To qualify for promotion to Senior Lecturer:

1. A candidate should obtain at least 50 points to be considered for promotion and
2. Candidate should obtain at least 50% in sections 3, 4 and 5

Employees from designated groups are encouraged.