



VACANCY BULLETIN

**SENIOR LECTURER
Industrial Engineering
Faculty of Engineering and the Built Environment
Pretoria Campus
Ref: 26/J10B**

The Department of Industrial Engineering in the Faculty of Engineering and the Built Environment have a **three (03) years fixed-term** position of Senior Lecturer 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:

- Present lectures and assess students at the postgraduate and at undergraduate levels in Industrial Engineering.
- Participation in departmental, faculty and institutional committees relating to the learning programmes of the department.
- Be responsible for administrative tasks related to teaching and learning and ensuring the timely processing and capturing of marks.
- Liaise with other colleagues, departments/faculties and help to improve success rate of students.
- Involvement in Departmental or Faculty community engagement projects.
- Research, including the publication of accredited journal articles and peer-reviewed conference papers.
- Responsible for and provide leadership in compiling and maintaining quality study guides, subject files and other Teaching and Learning material.
- Liaise with industry regarding practical training, advisory committee meetings, industry visits and other related activities, including external funding.
- Actively participate in new curriculum development in terms of the HEQSF.
- To be actively involved in postgraduate supervision and research activities of the department
- Responsible for administrative tasks related to research, innovation, teaching and learning activities.
- Responsible for independent research and innovation projects and associated funding.
- Lead quality teaching and learning with technology
- Participate in and lead departmental, faculty and institutional initiatives in collaboration with Technology Stations, Centres, Institutes and Research Niche Areas.
- Perform any other administrative/academic tasks as may from time to time be assigned by the Head of Department

Minimum requirements:

1. Academic qualifications:

A first degree in Industrial Engineering (preferred) or Mechanical Engineering that meets the educational requirements for registration as a Professional Engineer or Technologist with ECSA, as well as a Doctoral Degree with an Industrial Engineering focus.

2. Experience:

- A minimum of five years teaching and/or research experience and/or industrial experience
- Industry experience will be an added advantage.

Women and people with disabilities are encouraged to apply.





VACANCY BULLETIN

- Experience with regards to management of academic matters, quality of program, student affairs, human resources, facilities, finances, research projects.
- Supervisory experience in industry and/or academic fields
- Proven track record of journal publications and conference papers
- Experience of research and monitoring of post graduate students is recommended
- Experience in leading community engagement projects
- Proven track record of post graduate student supervision

3. Knowledge and Skills

- Proficiency in online teaching and learning platforms such as Brightspace, Moodle, Blackboard and D2L or any other online teaching platforms will be advantageous.
- Knowledge and experience in research, supervision and monitoring of post graduate students.

4. Registration with professional body

- Professional registration with a ECSA professional body will be an added advantage.

5. Other Requirements:

- **Candidate will be expected to complete the Senior Lecturer scoresheet along with your application and supporting evidence as per the University policy.**



Scoresheet.pdf

- **TUT application form for Employment**



Application-Form-for
-Employment (1).pdf

Send your application form for employment, CV and certified copies of your ID and qualifications and the scoresheet to: Recruitment11@tut.ac.za

Candidates may be subjected to appropriate psychometric testing and other selection instruments.

Closing Date: 29 March 2026– Enquiries to Dr T Nenzhelele, Tel: 012 382 5967. **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 the University to promote representativity in respect of race, gender and disability through the filling of this post.



ANNEXURE B

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 <u>or</u> a relevant master's degree <u>and</u> 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 myTUT or 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	
4	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) 		

	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 note 1) (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 note 1) (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 note 1) (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 note 1) (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 note 1) (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 note 1) (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 note 1) (2 points per student)	No upper limit	
6	COMMUNITY, INDUSTRY AND SERVICE	10	
	Participation in community projects during the past five years ^(see note 1) (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 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.