



Tshwane University  
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# VACANCY BULLETIN

## Senior Lecturer

Department of Electrical Engineering

Post level: 07

Ref: 24/963B5L

The Department of Electrical Engineering has a permanent position for a Senior Lecturer in the field of Electrical Engineering with specialization in Power Systems Engineering or High Voltage Engineering, Power Systems Protection Engineering, or Green and Renewable Energy Systems 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.

### Critical Performance Areas

- Play a role in quality teaching and learning with technology in the domain of Power Systems Engineering or High Voltage Engineering, Power Systems Protection Engineering or Green and Renewable Energy Systems.
- Lead and participate actively in subject and curriculum committees.
- Responsible and play a prominent role in the compilation and maintenance of quality study guides, laboratory guides, subject files, and other Teaching and Learning with Technology materials. Role also includes mentorship, quality audits, constant revision, and update of materials in line with industry norms and engineering council regulations.
- Participate and play a leading role in departmental, faculty, and institutional initiatives.
- Lead project activities at relevant Centres, Institutes, and Research Niche Area.
- Known to the industry as a regional expert capable of solving industrial problems.
- Liaison with industry on course and subject levels regarding curricula, visits, research, and other interactions.
- Lead the development and presentation of Short Learning Programmes to assist industries with skills and development needs.
- Participate in securing significant projects and external funding for research and innovation.
- Responsible for independent research and innovation projects and associated funding.
- Contribute to research and innovation, strategic direction determination, and mentoring in the machines and power electronics niche area and associated fields.
- Lead research and innovation activities at the Technology Stations, Centres, Institutes, and Research Niche Areas,
- Produce at least 1.5 research output units per year.
- Supervision of postgraduate students, including the doctoral level.
- Member of sub-committees of professional bodies and societies.
- Lead and participate in community engagement projects.



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# VACANCY BULLETIN

## Minimum Requirement

### 1. Academic qualifications:

- A relevant Doctorate Degree in Electrical Engineering (NQF Level 10) with specialization in Power Systems Engineering or High Voltage Engineering, Power Systems Protection Engineering or Green and Renewable Energy Systems.

### 2. Experience:

- Three (3) years of relevant experience at lecturer level.
- Records of accomplishment of supervision of students at the Master's and Doctorate Level will be an advantage
- Contribution to academic/research outputs in accredited journals and peer-reviewed conferences will be an advantage.
- Evidence of attracting external funding for research projects will be an advantage  
Evidence of industry liaison and involvement in Centres, Institutes and Technology Stations, will be an advantage.
- Involvement in the development of new curriculum will be an added advantage.
- Demonstrating practical experience through successful projects in the field of Power Systems Engineering or High Voltage Engineering, Power Systems Protection Engineering or Green and Renewable Energy Systems.

### 3. Knowledge and Skills:

- Versatile in Power Systems Engineering or High Voltage Engineering, Power Systems Protection Engineering or Green and Renewable Energy Systems.

### 4. Registration with professional body (if applicable):

- Registration with ECSA in appropriate professional category will be an advantage.

Send your CV to: [recruitment2@tut.ac.za](mailto:recruitment2@tut.ac.za)

(Please include recently certified copies of your certificate of qualification(s) and certificate of registration with professional body with your application. Foreign qualifications must be accompanied by certified SAQA evaluation certificate).

*(Please complete scoresheet for Senior Lecturer, do self-evaluation, indicate scores, embed supporting evidence next to each criterion and submit with your application. Please note for categories 4 and 5 provide evidence that are not older than 7 years)*

Enquiries: Prof TO Olwal  
Tel: 012 382 4820/5880  
email: [olwalto@tut.ac.za](mailto:olwalto@tut.ac.za)  
Closing Date: 14 June 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.



# VACANCY BULLETIN

## ANNEXURE B

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

	CATEGORY	Upper Limit	Candidate Score
<b>1</b>	<b>QUALIFICATIONS</b>	<b>25</b>	
	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	
<b>2</b>	<b>PROFESSIONAL MEMBERSHIP</b>	<b>2</b>	
	Membership: Professional Associations/Professional Boards/Councils, etc. (1 point per membership)	2	
<b>3</b>	<b>TEACHING, LEARNING AND ASSESSMENT</b>	<b>23</b>	
	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	
<b>4</b>	<b>ACADEMIC CITIZENSHIP AND PROFESSIONAL ENGAGEMENT</b>	<b>5</b>	
	<ul style="list-style-type: none"> <li>- External examination of a research thesis (0.25 point per examination)</li> <li>- External moderation (0.25 point per examination)</li> <li>- Internal &amp; External Programme Reviews (1 point per review)</li> <li>- Member of external Boards/ Councils/ Panels linked to academic activities (1 point per membership)</li> <li>- Participation in university committees that are not compulsory to your level or position (1 point per committee}</li> <li>- Journal reviews (0.25 point per review)</li> <li>- Chairs or organisers of DHET accredited conference (1 point)</li> </ul>		

# VACANCY BULLETIN



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	For this category, only evidence during the past eight years is considered, and a maximum of five points is awarded.		
<b>5</b>	<b>RESEARCH, INNOVATION AND SUPERVISION OUTPUTS</b>	<b>No upper limit</b>	
	DHET-accredited journal publications produced over the past eight years <sup>(see note1)</sup> (no time limit for L-SL) <ul style="list-style-type: none"> <li>• First author: 1.5 points x number of outputs</li> <li>• Co-author: 1 point x number of outputs</li> </ul>	No upper limit	
	DHET-accredited conference proceedings produced over the past eight years <sup>(see note1)</sup> (no time limit for L-SL): <ul style="list-style-type: none"> <li>• Primary author: 0.5 x number of outputs</li> <li>• Co-author: 0.5 x number of outputs</li> </ul>	No upper limit	
	DHET-accredited research books and book chapters over the past eight years <sup>(see note1)</sup> (no time limit for L-SL): <ul style="list-style-type: none"> <li>• First author: 1.5 points x DHET units assigned</li> <li>• Co-author: 1 point x DHET units assigned</li> </ul>	No upper limit	
	Creative Outputs over the past eight years <sup>(see note1)</sup> (no time limit for L-SL) <ul style="list-style-type: none"> <li>• First author: 1.5 points x DHET units assigned</li> <li>• Co-author: 1 point x DHET units assigned</li> </ul>	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 <sup>(see note1)</sup> (no time limit for L-SL) <ul style="list-style-type: none"> <li>• Editor (5 points per number) or member of editorial board (2 point)</li> <li>• Co-editor/Associate Editor of the accredited journal (3 points per number)</li> <li>• National standing (e.g. serves on national research bodies, such as NRF, CHE, DHET and statutory body review panels) (1 point per number)</li> <li>• International standing (e.g. serves on international research bodies) (2 points per number)</li> </ul>	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 <sup>(see note1)</sup> (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 <sup>(see note1)</sup> (2 points per student)	No upper limit	
<b>6</b>	<b>COMMUNITY, INDUSTRY AND SERVICE</b>	<b>10</b>	
	Participation in community projects during the past five years <sup>(see note1)</sup> (2 points <u>per project</u> impacting communities at risk directly, 1 point <u>per project</u> linked to professions, 1	10	



# VACANCY BULLETIN

	point per project linked to industry)		
<b>7</b>	<b>GRANTS AND AWARDS</b>	<b>No upper limit</b>	
	Awards/prizes during the past eight years <sup>(see note 1)</sup> (1 point per 5 award/prize/grant)		
	Average value of grants during the past eight years <sup>(see note 1)</sup> (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)		
<b>1</b>	<b>QUALIFICATIONS</b>	
	Senior Lecturer/ Associate Professor/ Professor	<b>20</b>
<b>2</b>	<b>PROFESSIONAL MEMBERSHIP</b>	
	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)	<b>1</b>
<b>3</b>	<b>TEACHING, ASSESSMENT AND ACADEMIC MANAGEMENT</b>	
	Senior Lecturer/ Associate Professor/ Professor	<b>15</b>
<b>4</b>	<b>ACADEMIC CITIZENSHIP AND PROFESSIONAL ENGAGEMENT</b>	
	Senior Lecturer	<b>2</b>
	Associate Professor/ Professor	<b>3</b>
<b>5</b>	<b>RESEARCH, INNOVATION AND SUPERVISION OUTPUTS</b>	
	Senior Lecturer	<b>10</b>
	Associate Professor	<b>30</b>
	Professor	<b>60</b>
<b>6</b>	<b>COMMUNITY, INDUSTRY AND PROFESSIONAL ENGAGEMENT</b>	
	Senior Lecturer/ Associate Professor/ Professor	<b>3</b>
<b>7</b>	<b>GRANTS AND AWARDS</b>	
	Senior Lecturer	<b>1</b>
	Associate Professor	<b>3</b>
	Professor	<b>5</b>

**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.

