

VACANCY BULLETIN

Associate Professor x1
Department of Electrical Engineering
Post Level: 06
Ref: 24/957B2

The Department of Electrical Engineering has a permanent position for an Associate Professor in Electrical Engineering in specialty of *Electronics* at the Pretoria Campus.

Critical Performance Areas

- To present lectures and assessment 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 to assist Industry with skills and development needs.
- To be actively involved in the research activities of the department in the field of Microcontroller Systems, Embedded Systems and Software Design, 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:

- A relevant Doctorate Degree in Electrical or Electronic Engineering (NQF Level 10) with a research specialization in Electronics

2. Experience:

- Five (5) years relevant experience at Senior Lecturer level.
- Record of accomplishment of successful supervision of postgraduate students at least at Doctorate Level.
- Evidence in leading research activities in the fields of computational intelligence and microcontroller systems and software 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 industry liaison and involvement in Centres, Institutes and Technology Stations, will be an advantage.



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- Evidence in contributing to the development of new curriculum in HEIs environment.
- Evidence of Experience with Community Engagement activities.

3. Knowledge and Skills

- Demonstrated knowledge in the subject areas of *Electronics* research and education.
- Demonstrated successful experience in development, industrial or commercial projects in the field of *Electronics*.

4. Registration with professional body:

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

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

(Please include recently certified copies of your academic records, 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 ensure that the relevant score sheet (Associate Professor) is completed and submitted with your application. Your application will be incomplete without it.

Enquiries: Prof TO Olwal
Email: olwalto@tut.ac.za
Closing Date: 30 May 2025

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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Addendum C

GUIDELINE SCORE SHEET

This score sheet can be used as a **guideline** to determine whether a person has the potential to be considered for a professorship.

	CATEGORY	Weights	Maximum score	Score
1	Qualifications		04	
	Doctoral	1 x 3	03	
	Formal teaching qualification	1 x 1	01	
2	PROFESSIONAL		07	
	Membership: Academic/research association/ETQA (1 point per membership)	1 x 2	02	
	Editorship: Editorial Board/Journal/Reviewer (2 points per membership)	2 x 2	04	
	Co-chair/organiser of a conference (1 point per conference)	1 x 2	02	
	Professional registration (professional board/council) 1 point per registration/board	1 x 2	02	
	Invited as plenary or key note speaker at a conference (1 point per conference)	1 x 4	04	
3	TEACHING AND SUPERVISION		45	
	Teaching undergraduate, B Tech/honours and master's programmes (1 point per subject)	1 x 10	10	
	Curriculum development (1 point per subject)	1 x 5	05	
	Supervised/co-supervised master's (2 point per student)	2 x 8	16	
	Supervised/co-supervised doctoral (3 points per student)	3 x 10	30	
	Assessor/examiner: PhD and master's (1 point per assessment)	1 x 6	6	
4	RESEARCH OUTPUTS		55	
	Accredited journal articles (3 points per article) co-author/ author	3 x 15	45	
	Non-accredited journal articles (1 point per article)	1 x 5	05	
	Conference proceedings/ Presentations at conferences (double-blind peer reviewed – 1 point per paper)	1 x 5	05	
	Other (artistic outputs, patents etc) (1 point per output)	1 x 10	10	
	Sole author of a book (3 points per book)	3 x 2	06	
	Chapters in books/editor/reviewer of books (1 point per chapter in book/1 point per review/editing of a book)	1 x 3	03	
	Rating: NRF (A = 10, B = 8, C= 5 point for L, P or Y = 2)	1 x 10	10	
5	COMMUNITY ENGAGEMENT		05	
	Participation in community projects	1 x 5	05	
6	GRANTS AND AWARDS		4	
	Grants (1 point per award of R250,000) for grant holder	1 x 4	04	
	Awards/prizes (1 point per award)	1 x 2	02	
	TOTAL		120	



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To qualify for promotion to associate professor:

1. Candidate should obtain at least 60 points to be considered for promotion and
2. Candidate should obtain at least 50% in sections 3,4 and 5



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To qualify for promotion to full professor:

1. Candidate should obtain at least 80 points to be considered and
2. Candidate should obtain at least 50% in all categories and
3. Candidate should have successfully supervised at least one doctoral student

