



UNIVERSITY OF SOUTH AFRICA

UNISA is a publicly funded institution in South Africa dedicated to distance education. In keeping with its mandate as a comprehensive, open and distance learning (ODEL) tertiary institution offering a variety of academic and career-focused programs, the University is inviting applications for positions in the **COLLEGE OF ECONOMIC AND MANAGEMENT SCIENCES**.

To be considered for a position, applicant must meet all the generic requirements plus the specific requirements as stated per position. If found suitable for appointments, Unisa may offer an applicant a position at a level other than the level that was applied for. Furthermore, Unisa reserves the right to offer the applicant a contract appointment.

ACTIVITY:



TEACHING STATEMENT:

All applicants must attach a teaching statement (max 2 000 words) to their application

Teaching and Learning

Unisa is a comprehensive ODeL institution and the teaching and learning must be evaluated in this context. Central to teaching and learning is a student-centered approach, and this must also be considered.

It is acknowledged that the assessment of teaching is a difficult task since it is often difficult to quantify. All candidates that apply for the position should submit their **teaching statement**, which should address the following aspects where applicable.

- Involvement in or approach to ODeL
- Approach to fostering a learner-centred approach and ODeL pedagogy
- Involvement in developing study material
- The extent to which the candidate has used a virtual learning platform (VLE e.g. *myUnisa*)
- Pass, success and throughput rates in the modules the candidate has taught and methods to improve these rates
- Peer and student evaluations
- Approach to learner support

Research & Innovation

- Applicants must submit a three-year research plan



The following positions exist in the College of Economic and Management Sciences

SCHOOL OF ECONOMIC AND FINANCIAL SCIENCES
DEPARTMENT OF DECISION SCIENCES
MUCKLENEUK (PRETORIA)

Professor (x1) (Ref: CEMS/DM/DS/P/10-2025)

Post-specific requirements for Professor:

- An appropriate Doctoral degree at NQF level 10 in Decision Sciences or Cognate fields
- At least five (5) years of relevant teaching/research/work experience with a strong focus in the field of specialization in Mathematical modeling, Statistical analysis, Artificial Intelligence or Quantitative Finance.
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate
- Must have produced five (5) output points in 3 years OR seven (7) output points in 5 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Active involvement in engaged scholarship, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of contribution and leadership in Departmental, School, College and University committees including task teams and voluntary associations (academic applicants).

Recommendations:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programs
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or rating application in progress
- Knowledge of the theory and practice of ODL and/or technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Associate Professor (x2) (Ref: CEMS/DM/DS/AP/10-2025)

Post-specific requirements for Associate Professor:

- An appropriate Doctoral degree at NQF level 10 in Decision Sciences or cognate field
- At least four (4) years of relevant teaching/research/work experience with a strong focus in the fields of specialization in Mathematical modeling, Statistical analysis, Artificial Intelligence or Quantitative Finance.
- Successful supervision of a postgraduate candidate to completion (academic applicants)
- Successful supervision of a postgraduate candidate to completion will be an advantage (non-academic applicants).
- Must have produced four (4) research output points in 3 years OR six (6) research output points in 5 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Active involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of contribution and leadership in Departmental, School, College and University committees including task teams and voluntary associations (academic applicants).

Recommendations:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed assessor and/or moderator training programs
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or rating application in progress
- Knowledge of the theory and practice of ODL and/or technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

SCHOOL OF PUBLIC AND OPERATIONS MANAGEMENT
DEPARTMENT OF APPLIED MANAGEMENT
MUCKLENEUK (PRETORIA)

Professor (x2) (Ref: CEMS/DM/AM/P/10-2025)

Post-specific requirements for Professor:

- An appropriate Doctoral degree at NQF level 10 in Applied Management (Entrepreneurship, Supply Chain Management, Transport Economics and Logistics, and/or Tourism Management)
- At least 5 (five) years of relevant teaching/research/work experience with a strong focus in the fields indicated below:
 - Entrepreneurship
 - Supply Chain Management
 - Transport Economics and Logistics
 - Tourism Management
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate.
- Must have produced five (5) research output points in 3 years OR seven (7) research output points in 5 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Active involvement in engaged scholarship, with evidence of how this has been transferred into Teaching and Learning/ curriculum transformation/Research Outputs (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of contribution and leadership in Departmental, School, College and University committees including task teams and voluntary associations (academic applicants).

Recommendations:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programs
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or rating application in progress
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Senior Lecturer (x1) (Ref: CEMS/DM/AM/SL/10-2025)

Post-specific requirements for Senior Lecturer:

- An appropriate Doctoral degree at NQF level 10 in Applied Management (Entrepreneurship, Supply Chain Management, Transport Economics and Logistics, and/or Tourism Management)
- At least five (5) years of relevant teaching/research/work experience with a strong focus in the fields indicated below:
 - Entrepreneurship
 - Supply Chain Management
 - Transport Economics and Logistics
 - Tourism Management
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced five (5) output points in 5 years OR three (3) output points in 3 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in community engagement (non-academic applicants)
- Participation involvement in community engagement, with evidence of how such participation will be or has been, transferred into teaching and learning and/or research (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of involvement in Departmental, School, College and University committees or task teams and voluntary (academic applicants).

Recommendations:

- Teaching experience in a CODEL environment
- Excellent communication and interpersonal skills
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and/or technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

SCHOOL OF PUBLIC AND OPERATIONS MANAGEMENT
DEPARTMENT OF OPERATIONS MANAGEMENT
MUCKLENEUK (PRETORIA)

Associate Professor (x2) (Ref: CEMS/DM/OM/AP/10-2025)**Post-specific requirements for Associate Professor:**

- An appropriate Doctoral degree at NQF level 10 in Operations Management or cognate fields
- At least four (4) years of relevant teaching/research/work experience with a strong focus in the following fields indicated below:
 - Administrative Management
 - Operations Management
 - Quality and Project Management
 - Safety Management
- Successful supervision of a postgraduate candidate to completion (academic applicants)
- Successful supervision of a postgraduate candidate to completion will be an advantage (non-academic applicants)
- Must have produced four (4) output points in 3 years OR six (6) output points in 5 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Active involvement in engaged scholarship, with evidence of how this has been transferred into teaching and learning and/or research (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of contribution and leadership in Departmental, School, College and University committees including task teams and voluntary associations (academic applicants).

Recommendations:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed assessor and/or moderator training programs
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or rating application in progress
- Knowledge of the theory and practice of ODL and/or technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Senior Lecturer (x1) (Ref: CEMS/DM/OM/SL/10-2025)**Post-specific requirements for Senior Lecturer:**

- An appropriate Doctoral degree at NQF level 10 in Operations Management or cognate fields
- At least three (3) years of relevant teaching/research/work experience with a strong focus in Safety Management or cognate field
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced 3 output points in 3 years OR 5 output points in 5 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Participation involvement in engaged scholarship, with evidence of how such participation will be or has been, transferred into teaching and learning and/or research (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)

- Evidence of involvement in Departmental, School, College and University committees or task teams and voluntary (academic applicants).

Recommendations:

- Teaching experience in a CODEL environment
- Excellent communication and interpersonal skills
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programmes
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and/or technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Lecturer x4 (Ref: CEMS/DM/OM/LEC/10-2025)

Post-specific requirements for Lecturer:

- An appropriate master's degree at NQF level 9 in Operations Management or cognate fields
- At least one (1) year of relevant teaching/research/work experience with a strong focus in the following fields indicated below:
 - Administrative Management
 - Operations Management
 - Quality and Project Management
 - Safety Management

Recommendations:

- Registration for a Doctoral degree will be an added advantage
- Teaching experience in a CODEL environment
- Membership of professional associations/bodies
- Excellent communication, networking, and interpersonal skills
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of two South African indigenous languages and the ability to provide tuition in those language(s).

Salary	:	Remuneration is commensurate with the seniority of the position
Assumption of duty	:	As soon as possible
Enquiries	:	Mr DM Mahlwele (Tel. 012 429 3605)
Closing Date	:	5 December 2025

You can find the application form on this link: [Permanent Academic Application form 2025.doc](#)

NOTE: APPLICATIONS FOR ANY OF THE ABOVE MENTIONED POSITIONS MUST SENT TO: CEMS3PA@unisa.ac.za

SCHOOL OF MANAGEMENT SCIENCES
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
MUCKLENEUK (PRETORIA)

Lecturer x2 (Ref: CEMS/MME/HRM/LEC/10-2025)

Post-specific requirements for Lecturer:

- An appropriate master's degree at NQF level 9 in Human Resource Management or cognate fields
- At least one (1) year of relevant teaching/research/work experience with a strong focus in Human Resource Management or cognate fields.

Recommendations:

- Registration for a Doctoral degree will be an added advantage
- Teaching experience in a CODEL environment
- Membership of professional associations/bodies
- Excellent communication, networking, and interpersonal skills

HOW TO APPLY: See last page of advertisement

Page 5 of 8

- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of two South African indigenous languages and the ability to provide tuition in those language(s).

SCHOOL OF MANAGEMENT SCIENCES
DEPARTMENT OF BUSINESS MANAGEMENT
MUCKLENEUK (PRETORIA)

Senior Lecturer (x4) (Ref: CEMS/MME/BM/SL/10-2025)

Post-specific requirements for Senior Lecturer

- An appropriate Doctoral degree at NQF level 10 in Business Management or cognate field
- At least three (3) years of relevant experience in teaching/research/work with a strong focus in the fields indicated below:
 - Strategic Management
 - International Business
 - General Management
 - Explosives Management
 - Business Leadership
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced five (5) output points in 5 years OR three (3) output points in 3 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in community engagement (non-academic applicants)
- Participation and involvement in community engagement, with evidence of how such participation will be or has been transferred into teaching and learning and/or research (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of involvement in Departmental, School, College and University committees or task teams and voluntary (academic applicants).

Recommendations:

- Teaching experience in a CODEL environment
- Excellent communication and interpersonal skills
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programs
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and/or technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Lecturer x4 (Ref: CEMS/MME/BM/L/10-2025)

Post-specific requirements for Lecturer:

- An appropriate master's degree at NQF level 9 in Business Management or cognate field
- At least one (1) year of relevant experience in teaching/research/work with a strong focus in the fields indicated below:
 - Strategic Management
 - International Business
 - General Management
 - Explosives Management
 - Business Leadership

Recommendations:

- Registration for a Doctoral degree will be an added advantage
- Teaching experience in a CODEL environment
- Membership of professional associations/bodies
- Excellent communication, networking, and interpersonal skills
- Knowledge of the theory and practice of ODL and/or technology-enhanced learning
- Knowledge of two South African indigenous languages and the ability to provide tuition in those language(s).

SCHOOL OF MANAGEMENT SCIENCES
DEPARTMENT OF MARKETING AND RETAIL MANAGEMENT
MUCKLENEUK (PRETORIA)

Professor (P4) x2 (Ref: CEMS/MME/MRM/P/10-2025)

Post-specific requirements for Professor:

- A Doctoral degree at NQF level 10 in Marketing Management/Marketing Communication/General Management or cognate field
- At least five (5) years of teaching experience/work experience with a strong focus in the fields of specialization in Marketing and Retail Management or cognate fields
- Must have supervised at least two postgraduate students to completion, one of which must be a Doctorate
- Must have produced five (5) output points in 3 years OR seven (7) output points in 5 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
- Active involvement in engaged scholarship, with evidence of how this has been transferred into Teaching and Learning/curriculum transformation/Research Outputs (academic applicants)
- Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of contribution and leadership in Departmental, School, College and University committees including task teams and voluntary associations (academic applicants).

Recommendations:

- Research project leadership and fund sourcing
- Teaching experience in a CODEL environment
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programs
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or rating application in progress
- Knowledge of the theory and practice of ODL and technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Senior Lecturer (x2) (Ref: CEMS/MME/MRM/SL/10-2025)

Post-specific requirements for Senior Lecturer:

- An appropriate Doctoral degree at NQF level 10 in Marketing Management/Marketing Communication/General Management or cognate field
- At least three (3) years of relevant teaching/research/work experience with a strong focus in the fields of specialization in Marketing and Retail Management or cognate field
- Experience in teaching postgraduate courses or postgraduate project leadership
- Must have produced three (3) output points in 3 years OR five (5) output points in 5 years as recognized in the DHET Research Output Policy, 2015 (Government Gazette 38552 of 11 March 2015) and/or the Policy on the Evaluation of Creative Outputs and Innovations Produced by South African Public Higher Education Institutions, 2017 (Government Gazette 40819 of 28 April 2017)
- Demonstrate potential to participate in engaged scholarship (non-academic applicants)
Participation involvement in engaged scholarship, with evidence of how such participation will be or has been, transferred into teaching and learning and/or research (academic applicants)
Evidence of participation in workplace committees or task teams and voluntary associations (non-academic applicants)
- Evidence of involvement in Departmental, School, College and University committees or task teams and voluntary (academic applicants).

Recommendations:

- Teaching experience in a CODEL environment
- Excellent communication and interpersonal skills
- Evidence of mentorship of junior staff members
- Membership of professional associations/bodies
- Completed moderator and assessor training programs
- Any evidence of student or peer evaluation from previous institution(s)
- NRF-rating or intention to apply for rating
- Knowledge of the theory and practice of ODL and/or technology-enhanced learning
- Knowledge of other South African languages and the ability to provide tuition in those language(s).

Salary	:	Remuneration is commensurate with the seniority of the position
Assumption of duty	:	As soon as possible
Enquiries	:	Ms ME Maluleka (Tel. 012 429 4820)
Closing Date	:	5 December 2025

Your application form:

You can find the application form on this link: [Permanent Academic Application form 2025.doc](#)

Applications must be emailed to CEMS2PA@unisa.ac.za

Your application form must be accompanied by a COMPREHENSIVE CURRICULUM VITAE and:

- identity document (*including passport, work permit, permanent residence permit or proof of naturalization if applicable*) (certified copies within the previous six months).
- all educational qualifications (certified copies within the previous six months).
- academic transcripts/records (certified copies within the previous six months).
- proof of SAQA verification for foreign qualifications (*if applicable*) (certified copies within the previous six months)
- UNISA reserves the right to authenticate all qualifications without any further consent from the applicant.
- The contact details of three contactable references must be provided, one of which must be from your present employer, excluding your current line manager if you are an internal Unisa applicant
- Unisa is not obliged to fill an advertised position
- *Appointments will be made in accordance with Unisa's Employment Equity Plan and other applicable legislation*



- **We welcome applications from Persons with Disabilities**



- **Applications sent to the incorrect email address will not be considered.**
- **Late, incomplete and incorrect applications will not be considered.**

Correspondence will be limited to short-listed candidates only. If you have not been contacted within two months after the closing date of this advertisement, please accept that your application was not successful.