



VACANCY BULLETIN

Associate Professor x1

Department of Electrical Engineering
Faculty of Engineering and the Built Environment
Post Level: 06
Ref: 24/956B4L

The Department of Electrical Engineering at Pretoria Campus has a permanent position for an Associate Professor in Electrical or Electronic Engineering or Computer Engineering or Software Engineering, or any other related field with a research specialization in Artificial Intelligence, Machine Learning, Embedded Systems, Computational Intelligence, Robotics, or Software Engineering.

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

- To present lectures and assessments 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 materials.
- 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 (SLPs) to assist the 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.
- Supervise postgraduate students at all levels.
- Produce at least two research and innovation output units per year.

Minimum Requirement

1. Academic qualifications:

- A relevant Doctorate Degree in Electrical Engineering or Electronic Engineering or Computer Engineering or Software Engineering with a research specialization in Artificial Intelligence, Machine Learning, Embedded Systems, Software Engineering or Robotics.

2. Experience:

- Five (5) years relevant experience at Senior Lecturer level.
- Record of accomplishment of successful supervision of postgraduate students up to the doctoral level.
- Evidence in leading research activities in the fields of Artificial Intelligence and Embedded systems.

Women and people with disabilities are encouraged to apply.



VACANCY BULLETIN

- 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 National Research Foundation (NRF) rating in an appropriate research rating category or ability to be NRF Ratable.
- Evidence of industry liaison and involvement in Centres, Institutes, and Technology Stations will be an advantage.
- Evidence in contributing to the development of a new curriculum in HEIs' environment.
- Evidence of Experience with impactful Community Engagement activities.

3. Knowledge and Skills

- Versatile in Artificial Intelligence, Machine Learning, Microcontroller Systems, Microprocessors, Computational intelligence, Software Engineering, or Robotics any other related subjects' matter.
- Must demonstrate practical experience through successful projects in the field of Artificial Intelligence, Machine Learning, Microcontroller Systems, and Software Engineering Designs.

4. Registration with professional body:

- Registration with ECSA in an appropriate Professional Category is advantageous.
- Membership of at least one professional voluntary association is recommended.

Send your CV to: 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 ensure that the relevant Score Sheet (Annexure B) is completed, supporting evidence submitted (as embedded documents next to each criterion). Do self-score assessment. Submit Score Sheet and Evidence with your application. Your application will be incomplete without it.

Enquiries: Prof JL Munda

Tel: 012 382 4824

Closing Date: 21 June 2026

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. It is the intention of the University to promote representativity in respect of race, gender and disability through the filling of this post.



VACANCY BULLETIN

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 		





VACANCY BULLETIN

	<p>committee)</p> <ul style="list-style-type: none"> - Journal reviews (0.25 point per review) - Chairs or organisers of DHET accredited conference (1 point) <p>For this category, only evidence during the past eight years is considered, and a maximum of five points is awarded.</p>		
5	RESEARCH, INNOVATION AND SUPERVISION OUTPUTS	No upper limit	
	<p>DHET-accredited journal publications produced over the past eight years^(see note 1) (no time limit for L-SL)</p> <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	
	<p>DHET-accredited conference proceedings produced over the past eight years^(see note 1) (no time limit for L-SL):</p> <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	
	<p>DHET-accredited research books and book chapters over the past eight years^(see note 1) (no time limit for L-SL):</p> <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	
	<p>Creative Outputs over the past eight years^(see note 1) (no time limit for L-SL)</p> <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	
	<p>Evidence of research scholarship during the past eight years^(see note 1) (no time limit for L-SL)</p> <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	





VACANCY BULLETIN

	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 <u>per project</u> impacting communities at risk directly, 1 point <u>per project</u> linked to professions, 1 point per project linked to industry)	10	
7	GRANTS AND AWARDS	No upper limit	
	Awards/prizes during the past eight years ^(see note 1) (1 point per award/prize/grant)	5	
	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





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	Professor	5
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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.

