



# VACANCY BULLETIN

## Associate Professor x1

Department of Electrical Engineering  
Faculty of Engineering and the Built Environment  
Post Level: 06  
Ref: 24/957B4L

The Department of Electrical Engineering at Pretoria Campus has a permanent position for an Associate Professor in Electrical Engineering or Electronic Engineering or any other related field with a research specialization in Advanced Electronics.

**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 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 Microelectronics, Nanoelectronics, Very Large-Scale Integration (VLSI) design, and Embedded Systems 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 output units per year.

### Minimum Requirement

#### 1. Academic qualifications:

- A relevant Doctorate Degree in Electrical or Electronic Engineering or any other related fields, with a research specialization in Advanced Electronics.

#### 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.



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- Evidence in leading research activities in the fields of Electronics, Microelectronics, Nanoelectronics and Very Large-Scale Integration (VLSI) Design, among others.
- 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.
- Evidence in contributing to the development of a new curriculum in HEIs' environment.
- Evidence of Experience with Community Engagement activities.
- Evidence of National Research Foundation (NRF) rating or at least be ratable as an established researcher.

### 3. Knowledge and Skills

- Demonstrated knowledge in the subject areas of *Advanced 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 Engineering Council of South Africa (ECSA) at appropriate professional category will be advantageous. Must also be holding valid and relevant membership of at least one recognized voluntary associations/societies.

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 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  
Email: [olwalto@tut.ac.za](mailto:olwalto@tut.ac.za)  
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.**



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## 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 <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	
<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> </ul>		





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	<ul style="list-style-type: none"> <li>- Journal reviews (0.25 point per review)</li> <li>- Chairs or organisers of DHET accredited conference (1 point)</li> </ul> <p>For this category, only evidence during the past eight years is considered, and a maximum of five points is awarded.</p>		
<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 note 1)</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 note 1)</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 note 1)</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 note 1)</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 note 1)</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 note 1)</sup> (no time limit	No upper	





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	for senior lecturer applicants) (1 point per student)	limit	
	Number of doctoral students supervised/co-supervised and completed over the past eight years <sup>(see note 1)</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 note 1)</sup> (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	
<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 award/prize/grant)	5	
	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>





Tshwane University  
of Technology

*We empower people*

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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.

Women and people with disabilities are encouraged to apply.

