



DIVISION: MANAGEMENT SCIENCES

DEPARTMENT: HUMAN RESOURCES
MANAGEMENT

POST: LECTURER LABOUR RELATIONS

POST N^o: 0107
PEROMNES GRADE: 08

JOB DESCRIPTION:

Key performance areas include but are not limited to:

- Contribute towards effective teaching and learning in a blended learning environment,
- Assessment and moderation – summative and/or formative assessments including moderation to ensure adherence to standards and quality,
- Design and review the curriculum for blended learning courses in Labour relations management, Industrial relations or Labour Law,
- Develop online learning material according to the university's and SAQA guidelines,
- Participate in national and/or international conferences and publish research findings in accredited journals,
- Work towards completion of a vertical qualification,
- Participate in community engagement projects, including liaison with industry stakeholders,
- Registration for membership with SABPP
- Display sound interpersonal skills and the ability to work as a team player.

APPLICATION CRITERIA:

Qualification/Experience:

- A master's degree in Labour Relations or Industrial Relations Management or Labour Law.
- At least three (3) years of previous teaching experience in a higher education environment Or three (3) years of industry experience at the operational or middle management level in the Labour relations or employee relations domain;
- Sound foundational and traceable knowledge path in labour laws and labour relations is a requirement,
- Experience in online course design and facilitation.

ADDED ADVANTAGE:

- Working towards a Doctoral degree would be an added advantage
- Active participation at Human Resource University Forum
- A research record proven by accredited publications and international conference presentations would be an added advantage,
- Traceable evidence of previous successful postgraduate supervision would be an added advantage,
- A completed postgraduate qualification in Higher Education would be an added advantage.

SKILLS AND COMPETENCIES:

- A high level of disciplinary expertise;
- Excellent communication (written and verbal) and cross-cultural skills;

- Sound interpersonal skills (Collegiality, team player and time management);
- Organisational and adaptability skills;
- Facilitation, assessment and online course design skills;
- Problem-solving and critical thinking skills;
- Strong initiative and the motivation to work without extensive supervision;
- Technical proficiency in Ms Office 365 Suite, Ms Outlook, Ms Teams, Ms Projects, ITS iEnabler Integrator, CANVA & use of 360-degree EON technology assets.

Candidates who previously applied are encouraged to re-apply.

CLOSING DATE FOR APPLICATIONS: 31 MAY 2024

Applications should include:

1. A fully completed prescribed application form which can be obtained from www.vut.ac.za
2. A detailed curriculum vita (explicitly stating experience or knowledge in the above-mentioned fields)
3. Certified copies of all academic records and certificates/degrees
4. Certified copy of ID
5. Current contact information of referees
6. Please email applications to recruitment1@vut.ac.za and quote the post reference and post description in the subject line.
7. No manual applications will be accepted. Incomplete applications or applications without the application form and required documents will be disregarded.
8. Only applications made on our application for employment form would be considered.
9. Communication will be entered into with short-listed candidates only. If you don't hear from VUT within 3 months deem your application as unsuccessful.

Enquiries may be directed to:

HR Business Partner: Ms Ntediseng Motaung, Tel 016 950 9160 / email address: ntediseng@vut.ac.za

Please Note: Submission of such copies entitles Vaal University of Technology to authenticate the qualifications without any further consent from the applicant. Candidates with foreign qualifications must submit a SAQA certificate of evaluation. Vaal University of Technology is an equal opportunity and affirmative action employer, which is committed to the implementation of its employment equity plan. People from designated groups are encouraged to apply. Only shortlisted candidates will be contacted.

VUT reserves the right not to make an appointment

By applying for this position, you give permission to share your information with the selection panel or the relevant people involved in the recruitment process

