



DIVISION: HUMAN SCIENCES

DEPARTMENT: VISUAL ARTS AND DESIGN

POST: LECTURER GRAPHIC DESIGN

POST N°: 1262

PEROMNES GRADE: 8

JOB DESCRIPTION

Key performance areas include but not limited to:

- Teach and assess foundational Graphic Design modules (e.g. Visual Communication
 - Design, Illustration, Drawing, Entrepreneurship, Digital Literacy) at first- and second-year undergraduate levels.
 - Develop and deliver practical, project-based learning that bridges academic theory with current industry practice and trends.
 - Mentor students in their creative development and practical execution of design briefs, ensuring a strong grasp of design principles and technical proficiency.
 - Develop, review, and maintain contemporary curricula and courseware for undergraduate Graphic Design modules, ensuring software proficiency (Adobe Creative Cloud) aligns with industry expectations.
 - Provide academic leadership through teaching and assessment at undergraduate and postgraduate levels.
 - Undertake applied, preferably practice-led research in a Graphic Design specialisation, with a clear plan to produce accredited research outputs.
 - Develop and influence curriculum design, maintenance, and quality assurance within the field of specialisation.
 - Build and maintain relationships with industry through consultation, collaboration, and research initiatives.
 - Participate in community engagement programmes and flagship projects relevant to the discipline.
 - Perform ad hoc duties as assigned by the line manager in support of departmental objectives.
 - Undertake relevant administrative and reporting responsibilities.
- Be willing to register for a PhD in Graphic Design or a closely related field.

APPLICATION CRITERIA:

Qualification and Experience:

- A Master's degree in Graphic Design, Visual Communication, or a closely related field.
- A minimum of two (2) years' relevant teaching experience in Graphic Design or Visual Communication at a higher education institution.
- A minimum of two (2) years' proven and verifiable industry experience as a practising Graphic Designer (e.g. agency, freelance, or in-house).
- A proven portfolio of professional design work is required and will be assessed during the selection process.

Skills and Competencies:

- Expert practical proficiency in Adobe Creative Cloud applications, particularly Photoshop, Illustrator, and InDesign. Knowledge of industry-relevant software beyond the core suite (e.g. Figma, After Effects) will be considered highly advantageous.
- Demonstrated awareness of current international and local design trends, technologies, and industry best practices.
- Excellent communication, presentation, and critique skills, with the ability to articulate complex design concepts to junior students.
- Strong planning, organisational, and time management skills, with the ability to manage multiple project deadlines effectively.
- Excellent teaching, planning, organisational, conceptual, analytical, interpersonal, and problem-solving skills.

CLOSING DATE FOR APPLICATIONS: 12 November 2025

Applications should include:

1. A fully completed prescribed application form, obtainable from www.vut.ac.za.
2. A detailed curriculum vitae (explicitly stating relevant experience or knowledge in the fields mentioned above).
3. Certified copies of all academic records and certificates or degrees.
4. A certified copy of your South African identity document.
5. Current contact details of referees.
6. Applications must be emailed to recruitment9@vut.ac.za. Please quote the post reference and post description in the subject line.
7. No manual applications will be accepted. Incomplete applications, or applications submitted without the application form and required supporting documents, will be disregarded.
8. Only applications submitted using the official VUT application for employment form will be considered.
9. Correspondence will only be entered into with shortlisted candidates. If you do not hear from VUT within three months of the closing date, please regard your application as unsuccessful.

Enquiries may be directed to:

HR Practitioner: Ms Angie Mabona Tel 016 950 9452/ email address: angie@vut.ac.za

Please note

- By submitting your application, you consent to VUT verifying your qualifications and sharing your personal information with the selection panel and other authorised persons involved in the recruitment process. Candidates with foreign qualifications must submit a South African Qualifications Authority (SAQA) certificate of evaluation. VUT is an equal opportunity and affirmative action employer. In compliance with the Employment Equity Act No. 55 of 1998 (as amended), and in line with its Employment Equity Plan and Recruitment Policy, preference will be given to suitably qualified candidates from designated groups, specifically Africans, Coloureds, and persons with disabilities.
- VUT reserves the right not to make an appointment.

