



DIVISION:
Faculty of Engineering & Technology

DEPARTMENT:
Civil Engineering

POST: Head of Department (HOD) Full
Professor/ Associate Professor/ Senior
Lecturer (5-year fixed contract based on
performance)

POST N°: 0259
PEROMNES GRADE: 05/06/07

JOB DESCRIPTION

Key performance areas include but are not limited to:

- Develop the strategic and operational plans of the Department within the vision of the VUT and facilitate its implementation.
- Planning and managing the budget, infrastructure, resources and daily operations of the Department to improve financial viability and to ensure achievement of VUT mission
- Implement a fair and equitable staff workload
- Engagement with internal stakeholders to improve student success and staff development
- Managing and monitoring student learning activities to ensure successful completion of qualifications
- Attend Senate and related academic committee meetings, and coordinate advisory meetings
- Provide academic leadership in teaching and learning especially technology enabled learning
- Liaise with industry, professional bodies, and education institutions nationally and internationally
- Develop research capacity and research programmes to improve research outputs within the Department
- Increase research funding through grants and patents
- Manage administrative tasks including student registration and enrolment
- Strengthen and engage new community initiatives in the Department
- Implement staff development through personal development plans and team development
- Provide leadership in the development of new curricular and programmes in line with curriculum transformation imperatives
- Implement the performance management system in the Department
- Implement employment equity and transformation measures
- Increase third stream income through SLP that respond to industry needs
- Implement quality assurance; and
- Improve the quality of teaching and learning through participation in relevant programmes like tutoring, extended programmes, lecturer evaluation and academic training; and promote the use of emerging technology in T&L including blended learning strategies.

APPLICATION CRITERIA :

A) SENIOR LECTURER :

Criteria A (Qualification):

- PhD/Doctorate in Civil Engineering
- Master's Degrees (MEng/ MTech/ MScEng, NQF9) in Civil Engineering
- Bachelor (BEng/ BTech/ BSc Eng, NQF8) in Civil Engineering
- Eligibility for registration with ECSA under professional engineering or technologist category (ECSA registration is compulsory for applicants with foreign qualifications)

Criteria B (Academic Experience):

- Evidence of academic leadership (one year minimum).
- A minimum of two years of relevant teaching experience at senior lecturer level
- DHET accredited research outputs (based on past six years)
 - Two full research output units generated from publications
 - One full research output unit generated from supervision of postgraduate students (Masters and doctoral)
- NRF-rating is an advantage
- Evidence of successful curriculum development and academic management
- Evidence of active participation in professional, industry and/or community activities
- Knowledge and experience of implementing quality assurance requirements
- Evidence of research leadership, attracting external funding is an advantage
- Evidence of international collaboration is an advantage
- Experience in the initiation and implementation of post-graduate research programmes/ projects is an advantage
- Liaison with Industry including consultation work
- Evidence of development and management of SLPs is an advantage

B) ASSOCIATE PROFESSOR

Criteria A (Qualifications):

- PhD/Doctorate in Civil Engineering
- Master's Degrees (MEng/ MTech/ MScEng, NQF9) in Civil Engineering
- Bachelor (BEng/ BTech/ BSc Eng, NQF8) in Civil Engineering
- Registration with ECSA under professional engineering or technologist category

Criteria B (Academic Experience):

- Evidence of academic leadership (two years minimum) at engineering programme headship or programme coordination level.
- A minimum of two years of relevant teaching experience at associate professorship level
- DHET accredited research outputs (based on past six years)
 - Five research output units generated from publication
 - Three full research output unit generated from supervision of postgraduate students (Masters and doctoral)
- NRF-rating is an advantage
- Evidence of successful curriculum development and academic management
- Evidence of active participation in professional, industry and/or community activities
- Knowledge and experience of implementing quality assurance requirements
- Evidence of research leadership, attracting external funding
- Evidence of international collaboration
- Experience in the initiation and implementation of post-graduate research programmes/ projects
- Liaison with Industry including consultation work
- Evidence of development and management of SLPs (one at least)

C) FULL PROFESSOR

Criteria A (Qualifications):

- PhD/Doctorate in Civil Engineering
- Master's Degrees (MEng/ MTech/ MScEng, NQF9) in Civil Engineering
- Bachelor (BEng/ BTech/ BSc Eng, NQF8) in Civil Engineering
- Registration with ECSA under professional engineering or technologist category

Criteria B (Academic Experience):

- Evidence of academic leadership (three years minimum) at engineering programme headship or programme coordination level.

- A minimum of two years of relevant teaching experience at professorship level
- DHET accredited research outputs (based on past six years)
 - Seven research output units generated from publication
 - Five full research output unit generated from supervision of postgraduate students (Masters and doctoral)
- NRF-rating (C category at least)
- Evidence of successful curriculum development and academic management
- Evidence of active participation in professional, industry and/or community activities
- Knowledge and experience of implementing quality assurance requirements
- Evidence of research leadership, attracting external funding
- Evidence of international collaboration
- Evidence of community-based projects
- Experience in the initiation and implementation of post-graduate research programmes/ projects
- Liaison with Industry including consultation work
- Evidence of development and management of SLPs (one at least)

Skills and Competencies:

Excellent communication and presentation skills, excellent teaching skills, planning and organising skills, conceptual skills, analytical ability, interpersonal skills and problem-solving skills.

CLOSING DATE FOR APPLICATIONS: 12 August 2026
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Application requirements:

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 recruitment2@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 Pinki Motsoetla Tel: 016 950 6645

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 African, Coloured, and persons with disabilities.

VUT reserves the right not to make an appointment.

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.

