Tshwane University of Technology

We empower people

VACANCY BULLETIN

Associate Professor x1
Department of Electrical Engineering
Post Level: 06
Ref: **24/956B3L**

The Department of Electrical Engineering 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.
- 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 Computer Engineering or Software Engineering with a research specialization in Artificial Intelligence, Machine Learning, Embedded Systems, or Software Engineering or Robotics.

2. **Experience:**
   - Five (5) years relevant experience at Senior Lecturer level.
   - Record of accomplishment of successful supervision of postgraduate students at least at Doctorate Level.

Women and people with disabilities are encouraged to apply.

- Evidence in leading research activities in the fields of Artificial Intelligence and Embedded systems.
- 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.

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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 (Associate Professor) is completed, supporting evidence submitted (as embedded documents next to each criterion). Do self-score assessment. For category 4 and 5 please provide evidence that are not older than last 7 years. Submit Score Sheet and Evidence with your application. Your application will be incomplete without it.

Enquiries: Prof TO Olwal
Tel: 012 382 4820
Closing Date: 02 November 2025

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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Addendum C

GUIDELINE SCORE SHEET

This score sheet can be used as a **guideline** to determine whether a person has the potential to be considered for a professorship.

	CATEGORY	Weights	Maximum score	Score
1	**Qualifications**		**04**	
	Doctoral	1 x 3	03	
	Formal teaching qualification	1 x 1	01	
2	**PROFESSIONAL**		**07**	
	Membership: Academic/research association/ETQA (1 point per membership)	1 x 2	02	
	Editorship: Editorial Board/Journal/Reviewer (2 points per membership)	2 x 2	04	
	Co-chair/organiser of a conference (1 point per conference)	1 x 2	02	
	Professional registration (professional board/council) 1 point per registration/board	1 x 2	02	
	Invited as plenary or key note speaker at a conference (1 point per conference)	1 x 4	04	
3	**TEACHING AND SUPERVISION**		**45**	
	Teaching undergraduate, B Tech/honours and master's programmes (1 point per subject)	1 x 10	10	
	Curriculum development (1 point per subject)	1 x 5	05	
	Supervised/co-supervised master's (2 point per student)	2 x 8	16	
	Supervised/co-supervised doctoral (3 points per student)	3 x 10	30	
	Assessor/examiner: PhD and master's (1 point per assessment)	1 x 6	6	
4	**RESEARCH OUTPUTS**		**55**	
	Accredited journal articles (3 points per article) co-author/ author	3 x 15	45	
	Non-accredited journal articles (1 point per article)	1 x 5	05	
	Conference proceedings/ Presentations at conferences (double-blind peer reviewed – 1 point per paper)	1 x 5	05	
	Other (artistic outputs, patents etc) (1 point per output)	1 x 10	10	
	Sole author of a book (3 points per book)	3 x 2	06	
	Chapters in books/editor/reviewer of books (1 point per chapter in book/1 point per review/editing of a book)	1 x 3	03	
	Rating: NRF (A = 10, B = 8, C= 5 point for L, P or Y = 2)	1 x 10	10	
5	**COMMUNITY ENGAGEMENT**		**05**	
	Participation in community projects	1 x 5	05	
6	**GRANTS AND AWARDS**		**4**	
	Grants (1 point per award of R250,000) for grant holder	1 x 4	04	
	Awards/prizes (1 point per award)	1 x 2	02	
	TOTAL		120	

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To qualify for promotion to associate professor:

1. Candidate should obtain at least 60 points to be considered for promotion and
2. Candidate should obtain at least 50% in sections 3,4 and 5