



SEFAKO MAKGATHO  
HEALTH SCIENCES UNIVERSITY

**SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY**  
**SCHOOL OF HEALTH CARE SCIENCES**  
**DEPARTMENT OF SPEECH LANGUAGE PATHOLOGY & AUDIOLOGY**

Sefako Makgatho Health Sciences University (SMU) is on a renewal path with exciting and unique opportunities to shape the training of medical and other health professionals, and scientists in general. We are on a vigorous campaign to attract top talent to join our exciting journey, as reflected in the opportunities below:

SMU currently participates in the “**New Generation of Academics**” Programme (nGAP) funded by the Department of Higher Education and Training and is aimed at producing the next generation of academics for South Africa’s universities. **nGAP is transformative in nature, therefore 80% of the positions must be allocated to Black/or women South African citizens.**

**Lecturer (nGAP): Audiology (1 Post)**

Ref: 42/nGAP9/RM2024/P8

This position grants the incumbent the opportunity to fully participate in the **Implementation of the “Staffing South Africa’s Universities” Framework**. The incumbent will be involved in Teaching and learning, research and community engagement and will report to the Head of Department: Speech Language Pathology & Audiology. He/She **will be appointed permanently on a substantive position as Lecturer**. The incumbent must meet the job requirements and competencies and be responsible for the following key performance areas:

**REQUIREMENTS**

- An appropriate Master’s degree in Audiology or Communication Pathology
- Registered with the HPCSA and CPD compliant
- Prospective candidates should have achieved an average of 70% or above in the preceding degree, which should be a minimum of a Master’s degree
- Has no or limited experience in an academic career, but has a demonstrated passion for an academic career
- Must be forty (40) years or younger
- Commit to the completion of Doctoral studies, within a prescribed period, where the applicant only has a Master’s degree, or commit to the completion of post-doctoral studies, within a prescribed period, where the applicant already has a doctoral degree.
- Be prepared to sign a contract of employment committing to the full duration of training in the “Staffing South Africa’s University’s Framework” Development Programme over six years
- Be a South African citizen

## COMPETENCIES

- Personal integrity, being able to work in various teams and the ability to keep information confidential
- Computer literate (word processing and Power Point presentations, Internet & e-mail)
- Good writing, communication and presentation skills
- Good planning and organizing skills
- Good interpersonal skills
- Problem solving skills
- Client service orientation

## KEY PERFORMANCE AREAS (KPA's)

- To successfully participate in the "Staffing South Africa's University's Framework" Development Programme over six years
- Undertake Teaching and learning, research and community engagement in Audiology on a reduced workload for the first three years and thereafter gradually increasing to a full workload
- Register and complete PhD studies, where the applicant only has a Master's degree; embark on post-doctoral studies, where the applicant already holds a doctoral degree.
- Commit to working with an appointed mentor and ensure an effective mentor-mentee relationship
- Attend agreed-upon short courses on research, teaching and development over the duration of the programme
- Submit a detailed annual report on participation and progress in the Development Programme over the first six years
- Contribute to the overall development of SMU and actively improve institutional culture
- Perform any other official duties as directed by the Head of Department

.....

**Closing date: 31 May 2024**

**Applications from Employment Agency will not be considered.**

Typed applications (**quoting the reference number**) which should contain a comprehensive curriculum vitae, certified copies of all qualifications, proof of HPCSA registration and CPD compliance and contact details of three referees, should be forwarded, for the attention of Mr TR Moletsane, to the Human Resources Department, P.O Box 68, Medunsa, 0204 or e-mail applications in MS Word and PDF format, to [hr.recruitment4@smu.ac.za](mailto:hr.recruitment4@smu.ac.za)

**THE APPLICATIONS MAY ALSO BE POSTED OR HAND DELIVERED TO (PLACE IN THE APPLICATION BOX):**

**HUMAN RESOURCES DEPARTMENT, 5<sup>TH</sup> FLOOR, CLINICAL PATHOLOGY BUILDING, SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY, MOLOTLEGI STREET, GARANKUWA, OR HUMAN RESOURCES DEPARTMENT, P. O. BOX 68, MEDUNSA, 0204.**

It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Failure to submit the requested documents/information will result in your application not being considered.

*Telephonic enquiries regarding conditions of service: (012) 521-4774*

**The Sefako Makgatho Health Sciences University is an Equal Opportunity and Affirmative Action Employer.**

Final

**Correspondence will be limited to short-listed candidates only. Applicants who have not been contacted within 30 days of the closing date must consider their applications as unsuccessful.**

***The university reserves the right to make or not to make an appointment***

A handwritten signature in blue ink, appearing to be 'S. K. K.' with a small '09/04/2024' written below it.

**Signed by HOD:**

**Date: 29/04/2024**

Final