



SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY

SCHOOL OF SCIENCE AND TECHNOLOGY

DEPARTMENT OF BIOLOGY AND ENVIRONMENTAL SCIENCES

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 opportunity below:

Associate Professor/Senior Lecturer/Lecturer (3 posts)

Ref: 50/2026/NGM/P6/P7/P8

The University is looking for an energetic, passionate and outstanding academic who will be responsible for Teaching, Learning, Research and Community Engagement in the Department of Biology and Environmental Sciences at the Sefako Makgatho Health Sciences University. The incumbent will report to the Head of Department (HOD) and must meet the requirements and competencies and be responsible for the key performance areas below.

REQUIREMENTS

ASSOCIATE PROFESSOR

- An appropriate PhD in Zoology /Biology (with Zoology as major)
- At least eight (8) years academic experience or eight (8) years research experience from a Science Council
- Evidence of successful supervision or co-supervision of at least one (1) PhD and four (4) Master's students
- Fifteen (15) publications in accredited scientific journals (cumulative)
- Evidence of being a research leader
- Module revision or development and external examiner Curriculum development Innovative teaching methods Moderation Students/Peers reviews

Sunday Times, 30 Aug 2026

- Evidence of being able to generate external funding for research projects
- Demonstrate evidence of substantial scholarship or leadership in community engagement
- Demonstrate substantial participation in leadership and administration at School level
- Proven ability to navigate online platforms such as Blackboard Collaborate, Zoom and Microsoft Teams with requisite proficiency
- Computer literacy, with a sound knowledge of MS Word, MS Excel, Internet, and competency of ITS

SENIOR LECTURER

- PhD in Zoology / Biology / Para- Clinical Sciences
- At least five (5) years relevant experience in teaching and learning, community engagement and research at tertiary institution
- A research track record with at least (3) publications in accredited journals
- A track record of postgraduate supervision and throughput of at least 1 completed MSc student
- Module leader or established teaching experience Curriculum development Innovative teaching methods Moderation Students/Peers reviews
- Evidence of participation in community project related activities which enhance the scholarly reputation of SMU
- Substantial participation in leadership and administration at departmental or School or programme level
- Proven ability to navigate online platforms such as Blackboard Collaborate, Zoom and Microsoft Teams with requisite proficiency
- Proficiency in a Learning Management System such as Blackboard Collaborate, Zoom and Microsoft Teams
- Computer literacy, with a sound knowledge of MS Word, MS Excel, Internet, and competency of ITS

LECTURER

- Master's Degree in Biology/ Zoology
- One (1) years academic experience
- Publications in peer reviewed and/or non-peer reviewed journals will be a strong recommendation
- Teaching experience at a tertiary institution or five(5) years professional experience in a relevant field or experience in student supervision in an academic institution
- Evidence of registration for a master's degree or engagement in research such as Honours mini dissertation
- Proven ability to navigate online platforms such as Blackboard Collaborate, Zoom and Microsoft Teams with requisite proficiency
- Computer literacy, with a sound knowledge of MS Word, MS Excel, Internet, and competency of ITS

COMPETENCIES

- Technical/professional knowledge and skill
- Good writing and presentation skills
- Good communication and interpersonal skills
- Ability to maintain strict confidentiality
- Client service orientation
- Meticulous attention to detail
- Ability to work under pressure
- Coaching and mentoring
- Problem solving
- Professional and ethical standards
- Managing work standards
- Personal impact, stature, and credibility

KEY PERFORMANCE AREAS

- Responsible for teaching and learning, research, community engagement and administrative activities
- Candidate must be able to teach Zoology at under- and post-graduate levels and have research projects in Zoology
- Provide a learning environment that encourages and supports student success
- Curriculum design and development of teaching and learning materials
- Develop, direct and teach postgraduate courses related to Zoology
- Lead collaborations with academics in the department, in the development and implementation of new educational programmes
- Direct student research and serve as a research mentor to master's and doctoral students
- Publish high impact research in Zoology fields
- Engage in community activities and develop partnerships with the public health sector, community and relevant industry
- Serve on Department, School and University committees
- Represent the department at discipline related conferences and gatherings
- Undertake associated administrative duties regarding attendance, student registration and results, supervision of tests and examinations
- Ensure compliance with SHE policies and procedures
- Contribute to the overall development of SMU and actively improve institutional culture
- Perform any other duties assigned by the HOD/Line Manager

Closing Date: 18 September 2026

Applications from employment agencies will not be considered.

Typed applications (**quoting the reference number**) which should contain comprehensive curriculum vitae, certified copies of all qualifications and contact details of three referees, should be forwarded to Human Capital and Transformation Department, for the attention of **Mrs NC Motsamai**, by e-mail hr.recruitment8@smu.ac.za by not later than 16h00, on the closing date

as indicated on the advert.

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) 521-3893.

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

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 not to make an appointment.