FACULTY OF NATURAL AND AGRICULTURAL SCIENCES
DEPUTY DEAN: RESEARCH AND POSTGRADUATE STUDIES

Only internal candidates are invited to apply

(Rol af vir Afrikaans)

In seeking to expand its excellence in research and postgraduate studies, the Faculty of Natural and Agricultural Sciences invites applications from academics who comply with the relevant requirements for the above leadership position at professorial level.

The University of Pretoria's commitment to quality makes us one of the top research universities in the country and gives us a competitive advantage in international science and technology development.

RESPONSIBILITIES

The successful candidate will have academic and managerial responsibilities in the Office of the Dean of the Faculty. As part of the Faculty's senior management team, the Deputy Dean will serve a major supportive function to the Dean in terms of the strategic, academic and operational management of the Faculty. The incumbent will be required to develop research mentorship programmes as well as support programmes for staff. He/she will also be expected to stand in for the Dean from time to time.

MINIMUM REQUIREMENTS

- A current Associate Professor/Professor appointment
- An appropriate doctorate in Natural and Agricultural Sciences
- International academic status
- A proven research and publication record and peer recognition in a field relevant to the faculty
- A proven record of student supervision at the master's, doctoral and post-doctoral levels
- Proof of having established local and international research partnerships

REQUIRED COMPETENCIES (SKILLS, KNOWLEDGE AND BEHAVIOURAL ATTRIBUTES)

- Management and leadership skills
- Proven strategic development and planning skills
- Ability and sophistication in interacting with high-level stakeholders in business and the community
- Appropriate language and communication skills
- Good interpersonal skills
- Commitment to transformation
- Exceptional facilitation and negotiation skills
- Change management skills
- Conflict management skills
- Good understanding and exploitation of e-resources, databases and international metrics

ADDED ADVANTAGES AND PREFERENCES

- An understanding of the external research environment (including the National Department of Science and Technology and the research councils) and its role in tertiary education
- An understanding of the vision of the University and a commitment to achieving the strategic goals as formulated in the Faculty Plan

The Deputy Deanship is a term appointment for four years.

Assumption of duty: 1 April 2016 or as soon as possible thereafter.

Applicants for the position of Deputy Dean are requested to provide the following documentation in support of their application:

- A complete and updated Curriculum Vitae
- An abbreviated CV
- A brief self-evaluation
- The candidate's vision for the Faculty in respect research and postgraduate studies within the national and international context
- Details of three contactable referees who can attest to the candidate's academic stature and leadership qualities. *The University reserves the right to appoint additional referees.*

During the interviews, the shortlisted candidates will be expected to do a 15-minute presentation on their vision for the Faculty of Natural and Agricultural Sciences within the context of the current Faculty Plan.

The Regulations and Procedure for the Appointment of Deans and Deputy Deans is available on the careers@UP link on the Intranet (Link: Appointment regulations for Executives and Deans). By applying, applicants consent to the appointment process as detailed in the regulations and procedure.

CLOSING DATE: 27 November 2015

No application will be considered after the closing date, or if it does not comply with at least the minimum requirements.

ENQUIRIES:
Job-related enquiries: Prof J M-S Lubuma at 012 420 3201 or jean.lubuma@up.ac.za.
HR-related enquiries: Ms L Jooste at 012 420 6921.

Should you not have heard from the University of Pretoria by 29 February 2016, please accept that your application has been unsuccessful.

The University of Pretoria is committed to equality, employment equity and diversity.

In accordance with the Employment Equity Plan of the University and its Employment Equity goals and targets, preference may be given, but is not limited to candidates from under-represented designated groups.

All candidates who comply with the requirements for appointment are invited to apply.

The University of Pretoria reserves the right not to fill the advertised positions.

(Afrikaanse weergawe)

FAKULTEIT NATUUR- EN LANDBOUWETENSKAPPE
ADJUNKDEKAAN: NAVORSING EN NAGRAADSE STUDIES

Slegs interne kandidate word uitgenooi om aansoek te doen.

In die strewe om sy uitnemendheid ten opsigte van navorsing en nagraadse studies uit te brei, nooi die Fakulteit Natuur- en Landbouwetenskappe akademici wat aan die toepaslike vereistes voldoen om aansoek te doen vir bogenoemde leierskapsposisie op die vlak van professor.

Die Universiteit van Pretoria se verbintenis tot kwaliteit maak ons een van die voorste navorsingsuniversiteite in die land en gee ons 'n mededingingsoordeel in internasionale wetenskap- en tegnologie-ontwikkeling.

VERANTWOORDELIKHEDE

Die suksesvolle kandidaat sal akademiese en bestuursverantwoordelikhede in die Kantoor van die Dekaan van die Fakulteit hê. Die Adjunkdekaan sal, as lid van die Fakulteit se senior bestuurspan, 'n belangrike ondersteuningsrol vir die Dekaan vervul ten opsigte van die strategiese, akademiese en operasionele bestuur van die Fakulteit. Die posbekleër sal navorsingsmentorskapprogramme asook ondersteuningsprogramme vir personeel moet ontwikkel. Daar sal ook van hom/haar verwag word om van tyd tot tyd namens die Dekaan waar te neem.

MINIMUM VEREISTES

- 'n huidige aanstelling as medeprofessor/professor
- 'n toespaslike doktorsgraad in Natuur- en Landbouwetenskappe
- internasionale akademiese status
- 'n bewese navorsings- en publikasierekord en erkenning deur eweknieë in 'n omgewing wat relevant is vir die Fakulteit
- 'n bewese studieleidingsrekord van studente op meesters-, doktorale en na-doktorale vlak
- bewys van gevestigde plaaslike en internasionale navorsingsvennootskappe

VEREISTE BEVOEGDHEDE (VAARDIGHEDE, KENNIS EN GEDRAGSEIENSKAPPE):

- bestuurs- en leierskapsvaardighede
- bewese strategiese beplannings- en ontwikkelingsvaardighede

- vermoë en gesofistikeerdheid om met hoëvlakbelanghebbendes in besigheid en die gemeenskap om te gaan
- toepaslike taal- en kommunikasievaardighede
- goeie interpersoonlike vaardighede
- verbintenis tot transformasie
- uitsonderlike fasiliterings- en onderhandelingsvaardighede
- veranderingsbestuursvaardighede
- konflikhanteringsvaardighede
- goeie begrip en benutting van e-hulpbronne, databasisse en internasionale metings

BYKOMENDE VOORDELE EN VOORKEURE

- begrip van die eksterne navorsingsomgewing (insluitende die nasionale Departement van Wetenskap en Tegnologie en die navorsingsrade) en die rol daarvan in tersiêre onderwys
- begrip van die visie van die Universiteit en 'n verbintenis tot die bereiking van strategiese doelwitte soos wat in die Fakulteitsplan geformuleer is.

Die Adjunkdekaanspos is 'n termynaanstelling van vier jaar.

Diensaanvaarding: 1 April 2016, of so spoedig moontlik daarna.

Kandidate vir die pos van Adjunkdekaan word versoek om die volgende dokumentasie te verskaf ter ondersteuning van hul aansoek:

- 'n volledige en bygewerkte curriculum vitae
- 'n verkorte curriculum vitae
- 'n kort selfevaluasie
- die kandidaat se visie vir die Fakulteit ten opsigte van navorsing en nagraadse studie in die nasionale en internasionale konteks
- besonderhede van drie referente met wie geskakel kan word en wat kan getuig van die kandidaat se akademiese statuur en leierskapskwaliteite. *Die Universiteit behou die reg voor om bykomende referente aan te wys.*

Daar sal van alle kandidate op die kortlys verwag word om tydens die onderhoud 'n aanbieding van 15 minute te lewer oor hul visie vir die Fakulteit Natuur- en Landbouwetenskappe binne die konteks van die huidige Fakulteitsplan.

Die Regulasies en Prosedure vir die Aanstelling van Dekane en Adjunkdekane is beskikbaar op die Intranet by careers@UP (klik op die skakel Appointment regulations for Executives and Deans). Deur aansoek te doen, stem aansoekers in tot die aanstellingsproses soos in die regulasies en prosedure uiteengesit.

Sluitingsdatum: 27 November 2015

Geen aansoek sal oorweeg word as dit na die sluitingsdatum ontvang word nie, of as dit nie ten minste aan die minimum posvereistes voldoen nie.

NAVRAE

Posverwante navrae: Prof J M-S Lubuma by 012 420 3201 of jean.lubuma@up.ac.za.
Menslikehulpbronverwante navrae: Me L Jooste by 012 420 6921.

Indien die Universiteit van Pretoria nie teen 29 Februarie 2016 met u in verbinding getree hetnie, aanvaar asseblief dat u aansoek onsuksesvol was.

Die Universiteit van Pretoria is verbind tot gelykheid, diensbillikheid en diversiteit.

Volgens die Universiteit van Pretoria se diensbillikheidsplan, -doelwitte en -teikens mag voorkeur verleen word aan kandidate uit voorheen benadeelde groepe, maar word nie daartoe beperk nie.

Alle kandidate wat aan die aanstellingsvereistes voldoen, word uitgenooi om aansoek te doen.

Die Universiteit van Pretoria behou die reg voor om nie die geadverteerde pos te vul nie.