



Tshwane University  
of Technology

*We empower people*

# VACANCY BULLETIN

**Associate Professor**  
**Faculty of Engineering and the Built Environment**  
**Department of Mechanical and Mechatronics Engineering**  
**Pretoria Campus**  
**Ref: 25/641b**

The Department of Mechanical and Mechatronics Engineering in the Faculty of Engineering and the Built Environment requires the service of an Associate Professor.

## CRITICAL PERFORMANCE AREAS

- Associate Professor with specialization in **Mechanical and Mechatronics / Electronics / Electrical Engineering**
- Lead in research
- Provide sound academic teaching and learning practices with continuous TLT innovations.
- Taking responsibility for graduate attribute rubrics (GAs).
- Compile and maintain quality study and practical guides, subject files, and other TLT materials.
- Lead and participate in community service projects of the faculty/department.
- Liaise with industry regarding practical training, advisory committee meetings, industry visits, and other related activities.

## MINIMUM REQUIREMENTS FOR SENIOR LECTURER

### Academic qualifications:

A PhD in Mechanical and Mechatronics / Electronics / Electrical Engineering (NQF10) with specialization in: Mechatronics / Automation.

### Experience:

- 5 years relevant experience at Senior Lecturer and compliance with the policy on Academic appointments and or promotions.

### Registration with professional body (if applicable):

- Professional registration with ECSA as a **Professional Engineer** will be advantageous.
- Eligibility to register as a **Professional Engineer**.

**Please ensure that the relevant score sheet below, (Associate Professor) is completed and submitted with your application. Your application will be incomplete without it.**

**Send your CV to: [recruitment11@gmail.com](mailto:recruitment11@gmail.com)**

Enquiries: Dr. LW Beneke

Tel: 012 382 5736

**Closing Date: 15 February 2026**

Women and people with disabilities are encouraged to apply.





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**NB:** 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. Candidates will be required to undergo psychometric tests and any other simulation interventions. Candidates are also required to complete the application form for employment. **The application is available on the University's website, share point, and the University's intranet.**

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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 |
|----------|---|---------|---------------|-------|
| <b>1</b> | <b>Qualifications</b>   |         | <b>04</b>     |       |
|          | Doctoral  | 1 x 3   | 03            |       |
|          | Formal teaching qualification   | 1 x 1   | 01            |       |
| <b>2</b> | <b>PROFESSIONAL</b>   |         | <b>07</b>     |       |
|          | 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            |       |
| <b>3</b> | <b>TEACHING AND SUPERVISION</b>   |         | <b>45</b>     |       |
|          | 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             |       |
| <b>4</b> | <b>RESEARCH OUTPUTS</b>   |         | <b>55</b>     |       |
|          | 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            |       |
| <b>5</b> | <b>COMMUNITY ENGAGEMENT</b>   |         | <b>05</b>     |       |
|          | Participation in community projects   | 1 x 5   | 05            |       |
| <b>6</b> | <b>GRANTS AND AWARDS</b>  |         | <b>4</b>      |       |
|          | 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            |       |
|          | <b>TOTAL</b>  |         | <b>120</b>    |       |

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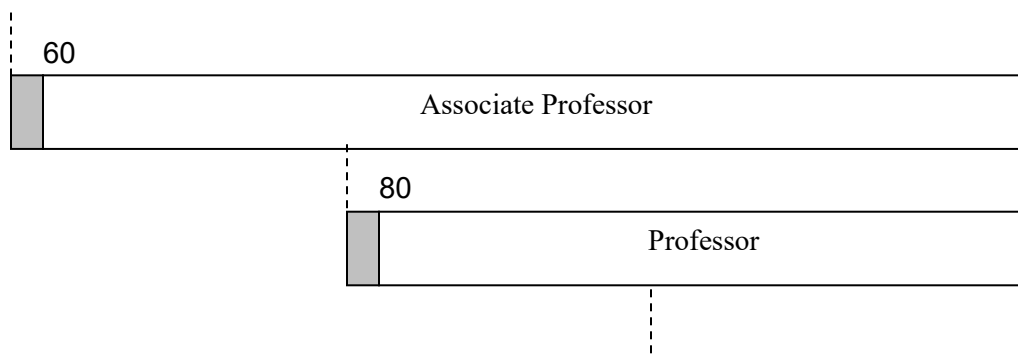
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## To qualify for promotion to associate professor:

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

## To qualify for promotion to full professor:

1. Candidate should obtain at least 80 points to be considered and
2. Candidate should obtain at least 50% in all categories and
3. Candidate should have successfully supervised at least one doctoral student



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