



#### **VISION**

##### **Shape and own the future**

To be a transforming, equitable, sustainable, and academically excellent University of Technology anchored in its communities.

#### **MISSION**

To offer technological, career-directed educational programmes focussing on the innovative problem-solving research and engage with government, business, industries and communities as end-users.

### **NEW POSTS FOR ASPIRING ACADEMICS (nGAP POSTS)**

#### **BACKGROUND**

The Minister of Higher Education and Training has approved the “Staffing South Africa’s Universities Framework (SSAUF)”, as well as the first phase of its implementation. The SSAUF provides a national and sectoral response aimed at addressing the size, composition and capacity challenges that currently exist with respect to academic staff at South African universities. The first phase of the implementation of the SSAUF will run for six years (2026/27 – 2030/31), the period that it will take for one cohort to complete a full programme of development and induction. The first phase involves the intake of one cohort of scholars into the “New Generation of Academics Programme (nGAP)” and the support for the development of the new academics to complete successfully a 3-year development programme followed by a 3-year induction programme.

Do you want to participate in a development programme that:

- Enables you to immediately take up a permanent lecturer position, and earn a full lecturer salary as you study?
- Enables you to study for a master’s degree or doctorate, or to undertake post-doctoral work with substantially reduced teaching responsibilities while studying?
- Enables you to develop your teaching and research ability?
- Ensures that you are fully supported by a mentor for the duration of your participation in the development programme?
- Provides support for an international mobility experience?
- Then the nGAP is for you and you should seriously consider making an application for one or more of the advertised nGAP posts.
- The nGAP aims to assist with staffing transformation and capacity needs at universities, and involves the establishment of permanent academic posts. Successful candidates will participate in a 6-year comprehensive development and induction programme, after which they will continue as regular members of the academic staff.

At least 80% of the positions will be allocated to black and/or women South African citizens. A Master’s degree is the minimum qualification required for appointment as a lecturer at Mangosuthu University of Technology.

**FACULTY OF APPLIED AND HEALTH SCIENCES**  
**DEPARTMENT OF NATURE CONSERVATION**

**LECTURER (P8) – Ref: NN16**

**Key Performance Areas:**

- Lecture animal studies to diploma students.
- Engage students in practicals and field practicals.
- Perform academic administrative duties.
- Contribute to the research undertaken by and within the department and the faculty including research projects supervision.
- Liaise with industries and community and participate in community-based projects.
- Participate in curriculum and learning materials development.
- Coordination of modules.
- Participate in Work Integrated Learning (WIL).
- Perform other duties delegated by the HOD.

**Minimum Requirements:**

- Master's degree in Nature Conservation.
- 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.
- 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:**

- Technical/professional knowledge and skill
- Formal presentation
- 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

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**Salary Scale:** R483 475.00 – R746 566.00 (P8) basic salary per annum.

**Benefits:** 13th cheque, housing subsidy, pension, group life, medical aid, and study grant.

Interested applicants should send (a) a motivation detailing the extent to which they meet the requirements of the position; (b) an application form (downloadable from [www.mut.ac.za](http://www.mut.ac.za)); (c)

a Curriculum Vitae; (d) certified copies of academic qualifications plus academic records including matriculation certificate (**Please provide academic transcripts and SAQA evaluation certificate, if qualifications were obtained outside South Africa**), proof of professional registration with a relevant professional body where applicable and copy of a valid driver's license (where applicable) (e)certified copy of the identity document. ; and (f) names of three contactable referees to: Department of Human Resources and Development, via email: [hr@mut.ac.za](mailto:hr@mut.ac.za).

No manual applications will be accepted. Incomplete applications or applications without the application form and required documents will not be considered.

Only shortlisted candidates will be contacted. If you don't hear from MUT within 3 months, please deem your application unsuccessful.

**Enquiries may be directed to:**

**Tel: (031) 907 7328 / 7565 / 7560**

**Closing Date: 09 January 2026**

**Mangosuthu University of Technology is committed to meeting the objectives of Employment Equity to improve representivity within the institution. Preference will be given to applicants from designated groups in accordance with our Employment Equity targets including people with disabilities.**

**The University reserves the right not to make an appointment.**