



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 ENGINEERING
DEPARTMENT OF CIVIL ENGINEERING & SURVEYING
nGAP LECTURER (P8)

Key Performance Areas:

- Teaching & conducting practical sessions.
- Identifying and specifying modern technical lab equipment and developing lab manuals, course notes & assessing academic students' work at Diploma & higher levels.
- Development of curriculum to align with 4IR international trends.
- Academic student support through progress monitoring & identifying "at risk" students timeously & developing intervention strategies.
- Enforcing the Occupational Health & Safety Act regulations.
- Continuous professional development through keeping abreast with latest developments in the Civil Engineering field.
- Conduct appropriate research, publish results & initiate new research areas in the department and keep abreast of professional literature.
- Foster team spirit and collaborate with others.
- Contribute to community engagement initiatives, liaise with industry, & facilitate cooperative education initiatives, form industrial alliances & partnerships.
- Perform other duties delegated by the HOD.

Minimum Requirements:

- Master's degree in Civil Engineering, with a minimum average of 70% pass.
- 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:

- Excellent communication and presentation skills.
- Good technical or professional knowledge and skills in the Learning Management System.
- Collegiality, ability to work independently and in a team.
- Good organizational skills and continuous learning.
- Advanced IT computer literacy and demonstratable skills and initiative at embracing technology in teaching and learning.
- Ability to work under pressure and meet deadlines.
- Coaching and learners focus to develop hands on skills in student practicals.

Salary Scale: R507 649.00 – R783 894.00 basic salary per annum.

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

CLOSING DATE FOR APPLICATIONS: 03 September 2026
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Application requirements:

1. A fully completed prescribed application form (downloadable from www.mut.ac.za).
2. A detailed curriculum vitae, explicitly stating relevant experience or knowledge fields mentioned above.
3. Certified copies of all academic qualifications plus academic records including matric certificate **(please provide academic transcripts and SAQA evaluation certificate, if qualifications were obtained outside South Africa)**.
4. Proof of professional registration with a relevant professional body where applicable and copy of a valid driver's license (where applicable).
5. Certified copy of your valid South African identity document.
6. Current contact details of three contactable referees.
7. Applications must be emailed to hr.engineering@mut.ac.za. Please quote the post reference and post description in the subject line.
8. No manual applications will be accepted. Incomplete applications or applications without the application form and required supporting documents will not be considered.
9. Only applications submitted using the official MUT application for employment form will be considered.
10. Only shortlisted candidates will be contacted. If you don't hear from MUT within 3 months, please deem your application unsuccessful.
11. By submitting your application, you consent to MUT verifying your qualifications and sharing your personal information with the selection committee and other authorized stakeholders involved in the recruitment process.

Enquiries may be directed to:

Tel: (031) 918 9294

Mangosuthu University of Technology is an equal opportunity and affirmative action employer. In considering candidates for appointment into the advertised post/s, preference will be accorded to persons from designated groups as guided by the approved Employment Equity Plan of the University and in compliance with the


The University reserves the right not to make an appointment.