



LECTURER/SENIOR LECTURER/ASSOCIATE PROFESSOR: ACCOUNTING

College of Accounting Faculty of Commerce

UCT is an inclusive and engaged research-intensive African university that inspires creativity through outstanding achievements in learning, discovery, and citizenship, enhancing the lives of its students and staff, advancing a more equitable and sustainable social order, and influencing the global higher education landscape.

The College of Accounting is one of the largest departments in UCT's Faculty of Commerce. The College's vision is to be a centre of excellence in professional accounting education, and its highly regarded Chartered Accountant (CA (SA)) programmes are accredited by the South African Institute of Chartered Accountants (SAICA).

The College of Accounting invites applications from suitably professionally qualified persons who wish to make an impactful contribution to its dynamic team for appointment(s) to permanent full-time post(s) as:

- Lecturer or Senior Lecturer in the College in Taxation, Governance, Audit & Assurance, Financial Reporting and Management Accounting & Finance.
- Associate Professor in the College in Governance, Audit & Assurance (specialising in ethics).

The College wishes to make these appointments as soon as possible.

Requirements for all level positions:

- Professional qualification as a Chartered Accountant (South Africa) or comparable professional accounting designation.
- Demonstrable teaching experience and evidence of good teaching practice at an undergraduate and/or postgraduate level on a SAICA-accredited programme. Evidence might typically include tutoring, the creation of learning materials, and course oversight.

Additional requirements for the Senior Lecturer level:

- A relevant master's degree.
- Developing a national reputation in the field, making some contributions to knowledge of quality. Evidence might typically include papers in local or international academic journals, citations, and review, and/or the completion of a major research monograph.
- Demonstrable teaching experience and evidence of good teaching practice at an undergraduate and/or postgraduate level on a SAICA-accredited programme. Evidence might typically include curriculum design, creation of learning materials, course oversight, postgraduate supervision, mentorship of junior staff members in teaching roles, and student testimonials.
- Experience in academic administration and leadership roles at course, departmental, faculty, and/or university level.
- Contributions, based on academic skills, to bodies outside their university.

Additional requirements for the Associate Professor level:

- A relevant master's degree.
- A national reputation as active in the field, making regular and substantial contributions to knowledge of quality. Evidence might typically include papers in local or international academic journals, citations, and reviews, and/or the completion of a significant research monograph.
- Demonstrable teaching experience and evidence of good teaching practice at an undergraduate and postgraduate level on a SAICA-accredited programme, specifically in teaching ethics, auditing, and assurance. Evidence might typically include curriculum design, creation of learning materials, course oversight, postgraduate supervision, mentoring junior staff members in teaching roles, and student testimonials.
- A track record of substantial academic leadership and administration roles at course, departmental, faculty, and university level.
- Substantial contributions, based on academic skills, to bodies outside their university.

The following will be advantageous:

For an appointment at Lecturer Level:

- Prior teaching experience.
- Experience in academic administration and leadership roles at course and/or departmental level.

For an appointment at Lecturer or Senior Lecturer Level:

- Excellent presentation skills.
- Practical business experience.

For an appointment at Associate Professor Level:

- The completion of a relevant PhD or demonstrable evidence of substantial progress towards completing a PhD.

Responsibilities at the Lecturer, Senior Lecturer and Associate Professor level include:

- Teach at an undergraduate and/or postgraduate level on a SAICA-accredited programme.
- Engage in research and scholarship that benefits the College and the accounting profession.
- Perform related academic administrative tasks at a College and/or Faculty level.
- Participate in College initiatives, especially those that meet the College's transformation objectives.

Responsibilities at the Senior Lecturer level include:

- Teach at an undergraduate, postgraduate and/or professional level on the SAICA-accredited programmes.
- Convene at least one course or programme at an undergraduate and/or postgraduate level.
- Actively participate in research and scholarship that benefits the College and the accounting profession.
- Perform related academic administrative tasks at a College, Faculty and/or University level.
- Academic leadership and supervision.
- Participate in College initiatives, especially those that meet the College's transformation objectives.

Responsibilities at the Associate Professor level include:

- Teach at an undergraduate, postgraduate and/or professional level on the SAICA-accredited programmes, and/or at the master's level.
- Convene at least one course or programme at an undergraduate, postgraduate level and/or master's level.
- Academic leadership and supervision, and liaison with profession and professional bodies.
- Actively participate and lead in research and scholarship that benefits the College and the accounting profession.
- Perform related academic administrative tasks at a College, Faculty and/or University level.
- Mentorship, including contribution to the career development of junior staff members.
- Participate in College initiatives, especially those that meet the College's transformation objectives.

Should you wish to find out more about these positions, you are welcome to contact the Head of the College of Accounting, Professor Ilse Lubbe, via email at ilse.lubbe@uct.ac.za.

The 2023 annual remuneration packages, including benefits (excluding a scarcity allowance), at the respective levels are as follows:

- **Lecturer** : R 853 709
- **Senior Lecturer** : R 1, 027 040
- **Associate Professor** : R 1, 232 882

To apply, please e-mail the below documents in a **single pdf file** to Ms Abigail Dixon at recruitment03@uct.ac.za:

- UCT Application Form (download at <http://forms.uct.ac.za/hr201.doc>);
- A letter of motivation, highlighting your teaching philosophy (lecturer), as well as your research interest and demonstration of academic leadership (senior lecturer and associate professor); and
- Curriculum Vitae (CV).

Please ensure the title and reference number are indicated in the subject line. Please clearly indicate the level at which you are applying for.

An application which does not comply with the above requirements will be regarded as incomplete and might not be considered. Only shortlisted candidates will be contacted and may be required to undergo competency assessments.

Telephone: 021 650 1673
Reference number: E230294

Website: <http://www.commerce.uct.ac.za/Accounting/>
Closing date: 23 August 2023

UCT is a designated employer and is committed to the pursuit of excellence, diversity, and redress in achieving its equity targets in accordance with the Employment Equity Plan of the University and its Employment Equity goals and targets. Preference will be given to candidates from the under-represented designated groups. Our Employment Equity Policy is available at www.uct.ac.za/downloads/uct.ac.za/about/policies/eepolicy.pdf.

UCT reserves the right not to appoint.